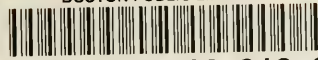


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BUREAU OF STATISTICS

CHARLES F. GETTEMY, Director

LABOR BULLETIN No. 125

(Being Part III of the Annual Report on the Statistics of Labor for 1918)

LABOR LEGISLATION IN MASSACHUSETTS 1918

**With Index to Bills affecting Labor introduced during
the Session and Other Matter bearing on
the Labor Legislation of the Year**

(SUPPLEMENTARY TO LABOR BULLETINS NOS. 104 AND 122)



OCTOBER 1, 1918

**BOSTON
WRIGHT & POTTER PRINTING COMPANY
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1918**

PUBLICATIONS OF THE BUREAU OF STATISTICS

ON

LABOR LEGISLATION IN MASSACHUSETTS.

GENERAL COMPILATIONS:

- *Summary of laws in relation to labor, 1833-1869. In Annual Report, 1870, p. 411-413.
- *Labor legislation from 1833 to 1876. In Annual Report, 1876, p. 263-303.
- *Labor laws (Public Statutes, 1882, and session laws through 1890). In Annual Report, 1890, p. 1-112.
- *Labor laws (Revised Laws, 1902, and session laws through 1906). In Annual Report, 1906, p. 329-388.
- *Labor laws (Revised Laws, 1902, codified labor law, 1909, and session laws through 1909). Labor Bulletin, No. 67, Sept. 1909. 166 p.
- Handbook of the Labor Laws. (Laws in effect at the close of the Legislative Session in 1914. Classified by subjects.) In Annual Report, 1915, Part I; and Labor Bulletin, No. 104, Feb. 1915. 347 p.

YEARLY COMPILATIONS:

- *1877, 1878. In Annual Report, 1879, p. x-xiii.
- *1892. In Annual Report, 1891, p. xxi-xxvii.
- 1893. In Annual Report, 1892, p. xviii-xxxix.
- 1894. In Annual Report, 1893, p. 301-309.
- *1895. In Annual Report, 1894, p. 334-337.
- *1896. In Annual Report, 1895, p. 746-748.
- 1897. In Annual Report, 1896, p. 346-353.
- 1898. In Annual Report, 1897, p. 356-367.
- 1899. In Annual Report, 1898, p. 639-659.
- 1900. In Annual Report, 1899, p. 245-247; and in Labor Bulletin, No. 15, Aug. 1900, p. 123-125.
- *1901. In Labor Bulletin, No. 19, Aug. 1901, p. 115, 116.
- 1902. In Annual Report, 1901, p. 315-357.
- 1903. In Annual Report, 1903, p. 423-427; and (*) Labor Bulletin, No. 27, Aug. 1903, p. 140-142.
- 1904. In Annual Report, 1904, p. 278-289; and Labor Bulletin, No. 32, July, 1904, p. 219, 220.
- *1905. In Annual Report, 1905, p. 588-601; and Labor Bulletin, No. 36, June, 1905, p. 123-130.
- 1906. In Labor Bulletin, No. 42, July, 1906, p. 275-278.
- 1907. In Labor Bulletin, No. 51, July-Aug. 1907, p. 33-35; and Labor Bulletin, No. 58, Mar.-Apr. 1908, p. 135-159.
- 1908. In Labor Bulletin, No. 60, June-July, 1908, p. 229-262.
- *1909. In Labor Bulletin, No. 67, Sept. 1909. 166 p. (See general compilation above.)
- *1910. Labor Bulletin, No. 73, June, 1910. 59 p. (Reprinted in 1911.)
- 1911. Labor Bulletin, No. 84, Oct. 1911. 128 p. (Includes reprint of 1910 legislation.)
- *1912. Labor Bulletin, No. 92, June, 1912. 108 p. (Reprinted in 1913.)
- 1913. In Annual Report, 1913, p. 59-383; and Labor Bulletin, No. 95, Oct. 1913. 325 p. (Includes reprint of 1912 legislation.)
- *1914. In Annual Report, 1914, Part VI; and Labor Bulletin, No. 102, July, 1914. 63 p.
- 1915. In Annual Report, 1915, Part I; and Labor Bulletin, No. 104, Feb. 1915. 347 p. (See general compilation above.)
- 1915. In Annual Report, 1915, Part VII; and Labor Bulletin, No. 110, Aug. 1915. 104 p. (Supplementary to Labor Bulletin No. 104.)
- 1916. In Annual Report, 1916, Part IV; and Labor Bulletin, No. 116, Sept. 1916. 83 p. (Supplementary to Labor Bulletins Nos. 104 and 110.)
- 1917. In Annual Report, 1917, Part IV; and Labor Bulletin, No. 122, Sept. 1917. 162 p. (Includes also labor legislation in 1915 and 1916. Supplementary to Labor Bulletin No. 104: Supersedes Labor Bulletins Nos. 110 and 116.)
- 1918. In Annual Report, 1918, Part III; and Labor Bulletin No. 125, Oct. 1918. 95 p. (Supplementary to Labor Bulletins Nos. 104 and 122.)

* The publications preceded by an asterisk are out of print, but copies may be found in many public libraries. Those publications which remain in print will be mailed to applicants upon request.

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APPROVED BY THE

SUPERVISOR OF ADMINISTRATION.

The Commonwealth of Massachusetts

BUREAU OF STATISTICS

CHARLES F. GETTEMY, Director

LABOR LEGISLATION IN MASSACHUSETTS 1918

**With Index to Bills affecting Labor introduced during
the Session and Other Matter bearing on
the Labor Legislation of the Year**

LABOR BULLETIN No. 125

(Being Part III of the Annual Report on the Statistics of Labor for 1918)



(SUPPLEMENTARY TO LABOR BULLETINS NOS. 104 AND 122)

OCTOBER 1, 1918

**BOSTON
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LABOR LEGISLATION IN MASSACHUSETTS IN 1918.

INTRODUCTORY.

This bulletin contains the text of the laws relative to labor, broadly defined, enacted by the Legislature of Massachusetts during the session of 1918, and also certain other matter, described below, having a direct bearing upon the labor legislation of the year. The plan of presentation here adopted is similar to that followed in compiling earlier bulletins on the subject of labor legislation in this State, and it is intended that the present bulletin shall serve as a supplement to Labor Bulletins Nos. 104 and 122, which contained the labor legislation of prior years.¹

In the first main division of this bulletin will be found the text of the labor legislation enacted by the Legislature in 1918. The more important measures passed during the session are briefly discussed in the following paragraphs.

War Measures. — Of the important measures enacted during the year, four had specific reference to conditions resulting from the war. The so-called "Compulsory Work Law" (Gen. Acts, Chap. 286) provided that thirty days after the issuance of a proclamation by the Governor "that the employment of all men able to work is necessary for the public protection and welfare",² and thereafter until the termination of the war or until such proclamation shall have been withdrawn, "it shall be the duty of every male resident of the Commonwealth, who is able to work and who is between the ages of eighteen and fifty years, to engage in and to pursue some regular, useful occupation for at least thirty-six hours per week, and to comply with the provisions of this act relative to registration." Provision was made for preserving the Civil Service standing in this State of persons in the military or naval service of the United States, and for their reinstatement in the public service in Massachusetts within one year after their honorable discharge from such military or naval service (Gen. Acts, Chap. 160). Cities and towns were authorized to fill by temporary appointment the places of municipal officers engaged in military or naval service (Gen. Acts, Chap. 185). The State Board of Education was directed to establish a division for the training and instruction of disabled soldiers and sailors (Gen. Acts, Chap. 230). Several acts considered in a later paragraph under "Industrial Education" may also be considered as in the nature of war measures, although not wholly such.

Women and Children. — The so-called "fifty-four hour law" was made applicable to women and minors employed in the operation of elevators (Gen. Acts, Chap. 147). The law governing the employment of minors in street trades was amended so as to provide that in cities the school committee should be empowered to make regulations

¹ Labor Bulletin No. 104, entitled "Handbook of the Labor Laws of Massachusetts," contained the labor legislation in effect at the close of the session in 1914, and Labor Bulletin No. 122 included the legislation pertaining to labor, enacted at the sessions in 1915, 1916, and 1917, with the exception of those provisions which were no longer effective at the close of the session of 1917.

² A proclamation to this effect was issued on June 12, 1918, and the act became operative on July 12, 1918. The proclamation was withdrawn on November 20, 1918, nine days after the signing of the armistice.

governing the employment in street trades of girls under eighteen years of age and of boys under the age of sixteen years, and the law governing the employment of minors by hawkers and pedlers was further amended (Gen. Acts, Chap. 257, §§ 263, 264).

Industrial Safety and Sanitation. — An earlier statute relative to the provision of surgical and medical chests in factories was amended by the addition of a clause further providing that suitable and sanitary facilities for heating or warming food to be consumed by those employees who so desire should be provided in establishments in which one hundred or more persons are employed (Gen. Acts, Chap. 110).

Workmen's Compensation and Insurance. — The minimum weekly compensation payable to injured employees under the Workmen's Compensation Act was increased from four dollars to five dollars (Gen. Acts, Chap. 113). The law relative to the making of claims for compensation was amended so as to provide that such claims should not be held invalid because of unintentional inaccuracies therein, or because of the failure to make such claims within a prescribed period (Gen. Acts, Chap. 119). Provision was made for the issuance of insurance policies covering groups of employees (Gen. Acts, Chaps. 112 and 216) and an appropriation was provided "for the purpose of further encouraging and promoting old age annuities and the organization of mutual benefit associations among the employees in industrial plants in the Commonwealth in order to afford them an opportunity to insure against sickness and disability" (Res., Chap. 70).

Wages. — The law providing for the weekly payment of wages to employees in certain establishments was amended so as to apply to employees of clubs (Gen. Acts, Chap. 87). It was made unlawful for employers, either directly or indirectly, to accept or receive any gratuity given to their employees for the checking of clothing (Gen. Acts, Chap. 149). Deductions from wages of employees on account of tardiness, of a sum "in excess of the proportionate wage which would have been earned during the time actually lost," were prohibited (Gen. Acts, Chap. 192). The following acts referred specifically to the wages of large groups of public employees: An act providing for the classification and grading by the Supervisor of Administration of all appointive offices and positions in the government of the Commonwealth, except those in the judicial and legislative branches (Gen. Acts, Chap. 228); an act providing for an investigation by the Supervisor of Administration of the working conditions, duties, and compensation of the officials and employees of the Commonwealth and of the several counties, with certain exceptions (Res., Chap. 86); and an act establishing \$550 as the minimum annual salary of public school teachers in the Commonwealth, except in certain instances (Gen. Acts, Chap. 197). Several other acts had reference to the compensation and fees payable to small groups of employees and individuals.

Public Employment. — In addition to the legislation having reference to the compensation of public employees, discussed in the preceding paragraph, there was a rather large number of measures affecting public employees passed, which, while affecting only small groups of employees, were important when considered collectively, because the very number indicated that to the Legislature is being delegated, to an increasing extent, the function of regulating the hours of labor and working conditions of public employees and of establishing their status. In a number of instances municipal and other officials were made subject to civil service regulations, and in several instances the hours of labor and other conditions of employment of certain groups and individuals in the public service were established by specific enactments. Under this caption reference may also be made to the numerous acts revising in certain particulars

the several pension and retirement systems established for the benefit of employees in various branches of the public service.

Industrial Education. — The legislation with reference to industrial education was of special significance because of the extraordinary demands made upon productive labor by reason of the war. The measures passed were evidently intended, first of all, to meet the exigency of the time. Thus the restrictions formerly imposed, according to which instruction in industrial, agricultural and household art schools should be given only to persons employed during the day in work to which the instruction so given applies and only to persons under twenty-five years of age, were removed for the period of the war and for one year thereafter, and during that time such instruction might be given "to any pupils for whom it would be profitable" (Gen. Acts, Chap. 206). Larger powers were granted to cities in the matter of providing instruction in agriculture and related subjects (Gen. Acts, Chap. 257, § 183). Provision was made for the participation of counties in extension work in agriculture, home-making and country life, and cities and towns were authorized to acquire land for the purpose of demonstration work in agriculture and home-making (Gen. Acts, Chap. 273). Reference has already been made under "War Measures," above, to the act providing for the establishment by the State Board of Education of a division for the training and instruction of disabled soldiers and sailors (Gen. Acts, Chap. 230). A similar act, although not a war measure, provided for the establishment in the Industrial Accident Board of a division for directing the training of employees who have become crippled or otherwise handicapped by accidents in the course of their employment (Gen. Acts, Chap. 231). Four acts provided, respectively, for the control and maintenance by the State of the Massachusetts Agricultural College, and of the textile schools in New Bedford, Fall River, and Lowell (Gen. Acts, Chaps. 246, 248, 262, and 274), and by another act the city of Northampton was authorized to assume control of Smith's Agricultural School (Sp. Acts, Chap. 151).

Other Measures. — The laws with reference to liens for labor, licensed occupations (hawkers and pedlers and electricians), Sunday labor and prison labor were amended in certain particulars, but such amendments were largely corrective in character and added no distinctively new features to any of these laws.

In this bulletin, as in Bulletins Nos. 104 and 122, to which it is supplementary, the several enactments have been classified by subjects rather than by chapter numbers in order that the legislation on any particular subject may be more readily accessible. In the preparation of such classification it has been necessary to re-arrange to some extent the various acts, chapters, sections, and even parts of sections, by transferring or omitting certain words, phrases, and clauses and by inserting certain matter in order to make the context clear. Each enactment amending an earlier enactment has been given the same paragraph number assigned to the earlier enactment in the earlier bulletins on this subject, and those specific words, phrases, etc., which are merely in the nature of amendments have been set in italics so that the effect of the amendment may be readily observed. For purposes of conciseness certain phrases, which for present purposes are non-essential, have been omitted, such omissions being indicated by leaders, thus: Wherever any insertion, for the purposes of correlation or explanation, has been made, such insertion has been enclosed in brackets, thus: []. Citations of sections printed in this supplement are given in italic type, enclosed in brackets, at the end of each paragraph, thus: [*Gen. Acts, 1918, c. 257, § 478*], to indicate where may be found, in the official edition of the Revised Laws or of the Acts and

Resolves, the complete text of the sections here presented. Such citations usually include the amendments to the section during the last four years, in addition to its original date of enactment, with the chapter number, wherever such original act has not been repealed.

For the purpose of avoiding a considerable amount of repetition, those sections, the text of which permits of more than one classification, have generally been placed where it was deemed they were most pertinent. In a few instances, however, it was considered advisable to repeat or refer to such section under another caption.

Certain acts passed during the legislative session of 1918 which did not specifically amend any part of the text of the law as published in the earlier bulletins bear, nevertheless, closely upon the subject matter contained therein. In such cases the text of the law has been given the same paragraph number as that in the earlier bulletins to which it most nearly corresponds, accompanied, however, by a capital letter A, B, etc., indicating that such paragraph, while not amending the original paragraph, is supplementary thereto. In other words, these sections have been so designated as to correlate them with the corresponding sections in the earlier bulletins bearing most nearly on the subject matter of the new legislation. All sections stating that an act "shall take effect upon its passage" have been omitted, but those sections which state that the act shall take effect upon a definite date other than that of its passage have been included.

Under "Administrative Provisions" have been printed certain provisions of the laws governing the various State boards and commissions which are more directly concerned with the subject of labor. Special legislation affecting a particular city or town, wherever significant as a labor measure, has been included; especially is this true of provisions relative to the extension of the civil service.

The second main division of this bulletin consists of an index, in tabular form, to the numerous bills affecting labor which were introduced during the legislative session of 1918, and in this index information is given with reference to the more important stages through which the several bills passed, namely, the committee to which referred, the report of such committee, the final disposition of the bill, and, if enacted, the chapter number assigned thereto, in order that the reader may observe at a glance the principal action taken thereon by the Legislature. Certain bills having merely a general bearing on the subject of labor have been included in this index, but the actual text of the final enactments has been omitted from the first division of this bulletin for the reason that the matter was not deemed of sufficient significance as a labor measure to justify its being printed in full. All bills appropriating money for the use of an administrative body and all bills affecting designated individuals only have been excluded.

The total number of acts and resolves passed during the session which may properly be classified as labor measures was 84 (57 General Acts, 18 Special Acts, and 9 Resolves). Included in this number was General Acts, Chapter 257, which amended and revised many of the Laws of the Commonwealth, and among its 478 sections there were 75 which amended the earlier labor laws in many respects. If these 75 sections are considered as separate enactments, the total number of distinct labor enactments during the year would be 158. Of the 2,051 bills of all kinds introduced during the session, 435, or more than one-fifth, may be classed as labor bills. These facts indicate the extent to which the attention of the Legislature was directed toward the consideration of labor matters in the Commonwealth.

In the third division of this bulletin have been reprinted those portions of the Governor's address containing recommendations concerning labor, and which covered in general the following matters: The shortage of labor, workmen's compensation, industrial health insurance, continuation schools, and vocational education.

A table showing the disposition of statutes cited in the text of the acts passed during the legislative session of 1918 is appended. By means of this table one may readily locate by number any specific act or section appearing in this bulletin.

The index appended hereto should serve as a means of readily locating, by subject, any act or section passed during the year, regardless of its classification in this compilation.

I.

TEXT OF THE ACTS AFFECTING LABOR PASSED DURING
THE LEGISLATIVE SESSION OF 1918.

A. ADMINISTRATIVE PROVISIONS.

1. STATE BOARD OF LABOR AND INDUSTRIES.

12A. Investigation of the efficiency of the Board. — *Resolved*, That the supervisor of administration be directed to inquire into and to investigate the efficiency of the state board of labor and industries, the organization thereof and the methods employed thereby, and to what extent and in what respects the board should be reorganized, and to report to the next general court his conclusions and recommendations not later than the first Wednesday of January. [*Res.*, 1918, c. 73.]

25A. Additional inspectors to be appointed. — The state board of labor and industries is hereby authorized to appoint, subject to the provisions of Acts, 1912, c. 726, § 8, as am. by Gen. Acts, 1915, c. 74, five additional inspectors, to serve for a period of one year from the date of the passage of this act, and to receive from the treasury of the commonwealth such salaries as may be determined by the said board, with the approval of the governor and council. [*Gen. Acts*, 1918, c. 276, § 1.]

2. DISTRICT POLICE.

64A. Salaries of members regulated. — (a) *Salaries of the chief, deputy chiefs, etc.* — The annual salary of the chief of the district police shall be thirty-five hundred dollars. The annual salary of the deputy chiefs of the district police shall be twenty-eight hundred dollars each. The annual salary of the captain and the chief fire inspector of the district police shall be twenty-three hundred dollars each. The annual salary of all other members shall be graded by length of service as follows: First year, sixteen hundred dollars; second year, seventeen hundred dollars; third year, eighteen hundred dollars; fourth year, nineteen hundred dollars; and thereafter two thousand dollars. [*Gen. Acts*, 1918, c. 275, § 1.]

(b) *Salaries of clerks.* — The annual salary of the clerical force of the district police shall be as follows: First clerk, eighteen hundred dollars; second clerk, twelve hundred dollars; four stenographers, fourteen hundred dollars each, one of such stenographers to act as secretary to the board of boiler rules; three stenographers, whose salaries shall be graded by length of service as follows: First year, nine hundred dollars; second year, one thousand dollars; third year, eleven hundred dollars; and thereafter, twelve hundred dollars; ten stenographers, whose annual salaries shall be graded by length of service as follows: First year, seven hundred dollars; second year, seven hundred and fifty dollars; third year, eight hundred dollars; and thereafter, eight hundred and fifty dollars. [*Gen. Acts*, 1918, c. 275, § 2.]

(c) *Act not to affect present members' salaries.* — Nothing in this act shall be construed as affecting the position or reducing the salary of any officer, member, clerk or stenographer now in the employ of the district police force. [*Gen. Acts*, 1918, c. 275, § 3.]

3. BOARD OF BOILER RULES.

82. Rules to be approved by the governor, etc. — The rules so formulated shall be submitted to the governor *and council* for *their* approval, and when approved shall have the force of law, and shall be printed and furnished to those requesting them by the boiler inspection department.¹ [*Acts, 1907, c. 465, § 27, as am. by Gen. Acts, 1918, c. 257, § 344.*]

4. STATE BOARD OF CONCILIATION AND ARBITRATION.

92A. Salaries. — The salaries of the members of the state board of conciliation and arbitration shall be at the rate of \$3,000 each annually. [*Acts, 1918, c. 225, § 1.*]

5. HOMESTEAD COMMISSION.

133A. Additional copies of fifth annual report to be printed. — *Resolved*, That the homestead commission be authorized to print for public distribution five hundred additional copies of its fifth annual report. [*Res., 1918, c. 20.*]

133B. Homesteads to be provided for citizens. — (b) *The commission may sell land and buildings.* — The commission may sell land acquired hereunder, or any parts thereof, with or without buildings thereon, for cash, or upon such instalments, terms and contracts, and subject to such restrictions and conditions as may be determined upon by the commission, *and the commission may take mortgages upon said land with or without buildings thereon for such portion of the purchase price and upon such terms as it shall deem advisable*, but no tract of land shall be sold for less than its cost, including the cost of any buildings thereon. All proceeds from the sale of land and buildings or other sources shall be paid into the treasury of the commonwealth. [*Gen. Acts, 1917, c. 310, § 2, as am. by Gen. Acts, 1918, c. 204, § 1.*]

6. OTHER BOARDS, COMMISSIONS, ETC.

In addition to the boards, commissions, etc., named on the preceding pages, the following are also directly concerned in the administration of the labor laws: Civil Service Commission, Industrial Accident Board, Board of Elevator Regulations, Minimum Wage Commission, and the Bureau of Statistics. For the duties of the respective boards, commissions, etc., in the administering of the labor laws, *see also* Labor Bulletins Nos. 104 and 122 under "Administrative Provisions."

Changes in name of the following boards and commissions, which to a limited extent administer the labor laws, were made by the Legislature in 1918: Board of Economy and Efficiency to Supervisor of Administration; Commissioner of Weights and Measures to Commissioner of Standards; State Board of Agriculture to State Department of Agriculture; The Massachusetts Commission for the Blind to the Commission for the Blind. These changes have been indicated wherever the names appear in the text of the acts and resolves of the present year appearing in this bulletin.

¹ To take effect February 1, 1919. *See* Gen. Acts, 1918, c. 257, § 478.

B. GENERAL PROVISIONS.

1. EMPLOYMENT AND UNEMPLOYMENT.

194. Act relative to employment of public school teachers not to apply to certain superintendents.¹ — This act shall not apply to superintendents of superintendency unions or districts. [*Acts, 1914, c. 714, § 7, as am. by Gen. Acts, 1918, c. 257, § 182.*]

196H. Male residents of certain ages to engage in useful occupations during the present war. — (a) *Males between 18 and 50 affected, if unemployed upon issuance of the governor's proclamation.*² — The governor may, at any time during the continuance of the present war, issue a proclamation that the employment of all men able to work is necessary for the public protection and welfare. Thirty days after the issue of such proclamation, and thereafter until the termination of the present war, it shall be the duty of every male resident of the commonwealth, who is able to work and who is between the ages of eighteen and fifty years, to engage in and to pursue some regular, useful occupation for at least thirty-six hours per week, and to comply with the provisions of this act relative to registration. Any such person who fails so to be employed or who fails to comply with the provisions of this act shall be punished by a fine of not more than one hundred dollars or by imprisonment for a term not exceeding three months or both. The governor may after the issuance of such proclamation at any time withdraw the same if in his opinion such action will be for the public interest: *provided, however*, that such withdrawal shall not limit the right of the governor to issue a new proclamation under this act whenever he deems it advisable. [*Gen. Acts, 1918, c. 286, § 1.*]

(b) *Persons with an independent income are not excepted.* — Possession on the part of any person of money, property or income sufficient to support himself and those regularly dependent upon him shall not be a defence to any prosecution under this act. [*Gen. Acts, 1918, c. 286, § 2.*]

(c) *Unemployed to register; director of the bureau of statistics to find employment for such registrants.* — Any person subject to the provisions of this act shall notify the director of the bureau of statistics, or any agent designated by him, as hereinafter provided, of the inability of any such person to obtain employment, and thereupon it shall be the duty of said director and of all such agents to register forthwith the name of such person, together with his address, age, and any other information which the director may deem necessary, and to furnish each registrant with a certificate of registration. The director of the bureau of statistics shall thereupon assign, or cause to be assigned, and, if necessary, reassign or cause to be reassigned, such person to positions in the employ of any employer willing to accept the services of such person, subject to the provisions of this act, or to a position in the service of the United States, the commonwealth or any county or municipality thereof, subject to the provisions of existing statutes and ordinances, and subject to the approval of the board, commission or responsible head of the department to which such person may so be assigned: *provided, however*, that in assigning any one to work, the said director or his agents shall take into consideration the age, and any physical or other disability which may

¹ To take effect, as amended, on February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

² Such proclamation was issued on June 12, 1918, and the act went into operation on July 12, 1918, and continued in operation until November 20, 1918.

make the registrant unfitted for certain kinds of work; and *provided, further*, that no such person shall be required to work a greater number of hours per day than usually constitutes a day's work in the occupation or employment in which such person is required to engage. [*Gen. Acts, 1918, c. 286, § 3.*]

(d) *Registrants to report weekly until employed.* — It shall be the duty of every person who receives a certificate as aforesaid and is not at work, to report in person once a week at the office at which he was registered until he becomes employed, and at any time thereafter when he is not employed. The date upon which he so reports shall be marked upon the certificate and the certificate shall not be good if it shows upon its face that more than one week has elapsed without the employment of the holder of the certificate and without an endorsement showing that he had reported as aforesaid. [*Gen. Acts, 1918, c. 286, § 4.*]

(e) *Such persons to receive the prevailing rates of wages.* — All persons required to work under this act shall receive compensation of not less than the prevailing wage or salary paid to others engaged in the same kind of work in the community to which they are assigned. If any such person is assigned to work for any department, board or commission of the commonwealth, his compensation shall be paid to him by such department, board or commission out of the appropriation made for it by the general court. If any such person is assigned to work for any county or for any municipality, or for any private employer, his compensation shall be paid by such county, municipality or private employer. [*Gen. Acts, 1918, c. 286, § 5.*]

(f) *Registration agents to be appointed in cities and towns.* — The director of the bureau of statistics, upon the issue of a proclamation as aforesaid, shall designate agents for the registration of the unemployed in the several cities and towns of the commonwealth, and it shall be the patriotic duty of all agents so designated to perform such duties, not inconsistent with the provisions of this act, as may be requested of them by said director, without compensation from the commonwealth, or, if already in the service of the commonwealth or a city or town, to serve in said capacity without extra compensation; and any necessary expense of providing and equipping an office for the use of such agents, approved in writing by the director in each city and town shall not be a charge upon the commonwealth, but if not borne by the voluntary contributions of citizens shall be paid by the city or town. [*Gen. Acts, 1918, c. 286, § 6.*]

(g) *Union conditions and union wages to remain unchanged.* — In establishments where the union shop exists the same shall continue, and the union standards as to wages, hours of labor and other conditions of employment shall be maintained. [*Gen. Acts, 1918, c. 286, § 7.*]

(h) *Police officers to enforce the act.* — After the issuance of the proclamation aforesaid it shall be the duty of the police officers of the commonwealth and of the cities and towns thereof to enforce this act, and they shall seek diligently the names and places of residences of male persons subject to the provisions of this act, between the ages aforesaid, in their respective jurisdictions, not regularly or continuously employed, and any male person found in this state shall be deemed a resident thereof. In any prosecution hereunder, the fact that the accused habitually loiters in idleness in any public or other place, shall, on his failure to produce the certificate required by section three, or the statement required by section eleven, be prima facie evidence of his failure or refusal to comply with provisions of this act, and any officer authorized to serve criminal process in any county may arrest such person without a warrant. [*Gen. Acts, 1918, c. 286, § 8.*]

(i) *Advisory committee to be appointed.* — As soon as may be after issuance of the proclamation aforesaid the governor shall appoint not less than four persons to act as an advisory committee to the director of the bureau of statistics in carrying out the provisions of this act and in the administration of the public employment offices established under the provisions of Acts, 1909, c. 514, and acts in amendment thereof and in addition thereto. The committee so appointed shall serve without compensation during the pleasure of the governor or for such term or terms as he may designate. [*Gen. Acts, 1918, c. 286, § 9.*]

(j) *Appropriations; director may make further rules and regulations.* — For the purpose of carrying out the provisions of this act, the director of the bureau of statistics is authorized to expend such sums, in addition to the amounts already appropriated for the maintenance of the public employment offices for the current year, as the legislature may appropriate; and he may make such rules and regulations, not inconsistent with the provisions of this act, as he may deem necessary to carry out its provisions. [*Gen. Acts, 1918, c. 286, § 10.*]

(k) *Persons to whom the act shall not apply.* — The provisions of this act shall not apply to persons temporarily unemployed by reason of difficulties with their employers, nor to bona fide students during a school or college term, nor to persons fitting themselves to engage in trade or industrial pursuits, if any such person is able to produce from his union, strike committee, proper school or college authority, or other authority designated by the director of the bureau of statistics, a satisfactory statement in writing setting forth the reason for his non-employment; nor shall the provisions of this act apply to persons registered under the provisions of an act of congress "To authorize the president to increase temporarily the military establishment of the United States," approved by the president on May 18, 1917, or of acts in amendment thereof, except under such conditions as may be approved by the adjutant general of Massachusetts. [*Gen. Acts, 1918, c. 286, § 11.*]

2. INDUSTRIAL SAFETY.

GENERAL ACTS.

197. Provisions for welfare of employees. — Every person, firm or corporation operating a factory or shop in which machinery is used for any manufacturing or other purpose except for elevators, or for heating or hoisting apparatus, shall at all times keep and maintain, free of expense to the employees, such medical or surgical chest, or both, as shall be required by the state board of labor and industries, and containing plasters, bandages, absorbent cotton, gauze, and all other necessary medicines, instruments and other appliances for the treatment of persons injured or taken ill upon the premises. Every such person, firm or corporation, employing one hundred or more persons, shall, if so required by the state board of labor and industries, provide accommodations, satisfactory to said board, for the treatment of persons injured or taken ill upon the premises, *and also suitable and sanitary facilities for heating or warming food to be consumed by those employees of the factory or shop who so desire.* Every person, firm or corporation carrying on a business in a mercantile establishment in which twenty or more women or minors are employed, shall in the manner aforesaid provide such medical and surgical chest as the state board of labor and industries may require. A person, firm or corporation violating any provision of this section shall be

punished by a fine of not less than five dollars nor more than five hundred dollars for every week during which such violation continues. [*Acts, 1909, c. 514, § 104, as am. by Acts, 1914, c. 557, by Gen. Acts, 1915, c. 216, and by Gen. Acts, 1918, c. 110.*]

EGRESSES AND PREVENTION OF FIRE.

236B. Enforcement of statutes relative to explosives and inflammable fluids.¹ — There shall annually be allowed and paid out of the treasury of the commonwealth, from the first day of December, nineteen hundred and *seventeen*, a sum not exceeding \$3,250, to be expended by the chief of the district police for the employment of expert assistance to aid in the enforcement of the statutes relative to explosives and inflammable fluids and compounds. [*Acts, 1914, c. 421, § 1, as am. by Gen. Acts, 1916, c. 65, § 1, and by Gen. Acts, 1918, c. 275, § 4.*]

3. WOMEN AND CHILDREN.²

SCHOOL ATTENDANCE AND ATTENDANCE OFFICERS.

389. Maintenance of public evening schools.³ — Any town may, and every city or town in which there are issued during the year from September first to August thirty-first certificates authorizing the employment of twenty or more persons who do not possess the educational qualifications enumerated in R. L., c. 44, § 1, as amended, shall maintain *for forty evenings* during the following school year an evening school or schools for the instruction of persons over fourteen years of age in orthography, reading, writing, the English language and grammar, geography, arithmetic, industrial drawing, both free hand and mechanical, the history of the United States, physiology and hygiene and good behavior. Such other subjects may be taught in such schools as the school committee considers expedient. [*R. L., c. 42, § 11, as am. by Acts, 1914, c. 590, and by Gen. Acts, 1918, c. 257, § 179.*]

EMPLOYMENT OF WOMEN AND CHILDREN.

437. Regulating boot-blackening and other street trades.³ — Repealed by Gen. Acts, 1918, c. 257, § 263. Re-enacted in new form as follows: — The mayor and aldermen or selectmen may make regulations consistent with the general laws relative to the exercise of the trade of boot-blackening by minors, and to the sale or barter by minors of any goods, wares or merchandise the sale of which is permitted by section fifteen, *and acts in amendment thereof and in addition thereto*, and may prohibit such sales or such trade, or may require a minor to obtain from them a permit therefor to be issued on terms and conditions prescribed in such regulations; provided, that in the case of *girls under the age of eighteen years and of boys under the age of sixteen years* in cities the foregoing powers shall be vested in and exercised by the school committee. No permit issued to a minor under this section, nor badge issued to a minor under Acts, 1913, c. 831, §§ 11–15, inclusive, shall authorize the sale by a minor of any article, other than those enumerated in [R. L., c. 65, § 15], *and acts in amendment thereof and*

¹ For an act relative to the renewal of licenses for the keeping, manufacturing, and sale of explosives and inflammable fluids in Boston, see Sp. Acts, 1918, c. 101.

² See also under Industrial Safety and Sanitation. Those acts only which refer specifically to women and children have been included under the above heading. For acts not so limited in scope see Table of Contents.

³ To become effective, as amended, on February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

in addition thereto. A minor who sells such article or exercises such trade without a permit, if one is required, or who violates the conditions of his permit or any provision of said regulations shall be punished by a fine of not more than ten dollars for each offence. Any person who, having a minor under his control, knowingly permits him to violate any provision of this *section*, any person who procures or employs a minor *to commit any such violation*, and any person who, either for himself or as agent of any other person or of any corporation furnishes or sells to a minor any of the articles aforesaid with knowledge that he intends to sell them in violation of this *section*, or after having received written notice *to that effect* from the school committee or any officer *charged with the enforcement of the provisions of this section*, shall be punished by a fine of not more than two hundred dollars or by imprisonment for not more than six months. [*Gen. Acts, 1918, c. 257, § 263.*]

449. Regulation of sales by minors.¹ — Repealed by Gen. Acts, 1918, c. 257, § 264. Re-enacted in new form as follows: — *Any person* who employs a minor in, or who, having the care or custody of a minor, permits him to engage in hawking or peddling without a permit or license, if one is required, *and any person who, either for himself or as agent of any other person or of any corporation, furnishes or sells to such minor any articles with knowledge that such minor intends to sell such articles in violation of the provisions of this chapter, relative to hawkers and peddlers*, shall be punished by a fine of not more than two hundred dollars, *to be equally divided between the commonwealth and the city or town in which the offence is committed*, or by imprisonment for not more than six months. [*Gen. Acts, 1918, c. 257, § 264.*]

HOURS OF LABOR OF WOMEN AND CHILDREN.

462A. Law regulating hours of employment of women and children to apply to operators of elevators. — The provisions of Acts, 1909, c. 514, § 48, and of any amendments thereof, and of any law hereafter enacted restricting the hours of women and minors laboring in factories, or workshops, or in mercantile, manufacturing or mechanical establishments shall, unless it is otherwise expressly provided, apply to women and minors operating elevators in any of the aforesaid establishments, or in any building occupied in whole or in part by any such establishment, or in any office building. [*Gen. Acts, 1918, c. 147.*]

MISCELLANEOUS.

493. Appointment of women as special police officers. — The mayor or the police commissioner or commissioners, or the board of police of a city, or the selectmen of a town may appoint one or more women as special police officers, who shall have, within the limits of such city or town, all the powers conferred by law upon constables, except in relation to the service of civil process, and all the powers conferred upon the police as watchmen. [*Acts, 1914, c. 510, § 1, as am. by Gen. Acts, 1918, c. 168, § 1.*]

¹ To become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

4. WAGES.

GENERAL ACTS.

497. Weekly payment of wages. — Every person, firm or corporation engaged in carrying on a hotel or club in a city, or a factory, workshop, manufacturing, mechanical or mercantile establishment, mine, quarry, railroad or street railway, or a telephone, telegraph, express or water company, or in the erection, alteration, repair or removal of any building or structure, or the construction or repair of any railroad, street railway, road, bridge, sewer, gas, water or electric light works, pipes or lines, shall pay weekly each employee engaged in his or its business the wages earned by him to within six days of the date of said payment, but any employee leaving his or her employment, shall be paid in full on the following regular pay day; and any employee discharged from such employment shall be paid in full on the day of his discharge, or in the city of Boston as soon as the provisions of law requiring pay rolls, bills and accounts to be certified shall have been complied with; and the commonwealth, its officers, boards and commissions shall so pay every mechanic, workman and laborer who is employed by it or them, and every person employed by it or them in any penal or charitable institution, and every county and city shall so pay every employee who is engaged in its business the wages or salary earned by him, unless such mechanic, workman, laborer or employee requests in writing to be paid in a different manner; and every town shall so pay each employee in its business if so required by him; but an employee who is absent from his regular place of labor at a time fixed for payment shall be paid thereafter on demand. The provisions of this section shall not apply to an employee of a co-operative corporation or association if he is a stockholder therein unless he requests such corporation to pay him weekly. The public service commission, after a hearing, may exempt any railroad corporation from paying weekly any of its employees if it appears to the board that such employees prefer less frequent payments, and that their interests and the interests of the public will not suffer thereby. No corporation, contractor, person or partnership shall by a special contract with an employee or by any other means exempt himself or itself from the provisions of this and the following section. Whoever violates the provisions of this section shall be punished by a fine of not less than ten nor more than fifty dollars. [*Acts, 1909, c. 514, § 112, as last am. by Gen. Acts, 1915, c. 75, by Gen. Acts, 1916, c. 229, and by Gen. Acts, 1918, c. 87.*]

499D. Employers prohibited from receiving gratuities given employees for the checking of clothing. — It shall be unlawful for any person, firm or corporation directly or indirectly to accept or receive any gratuity given to an employee of such person, firm or corporation, for the checking of clothing.

Violation of this act shall be punished by a fine of not less than fifty dollars for each offence. [*Gen. Acts, 1918, c. 149, §§ 1, 2.*]

502A. Excessive deductions not permitted from wages of employees on account of tardiness. — There shall not be deducted from the wages of an employee in any factory, workshop, manufacturing, mechanical or mercantile establishment, or from the wages of a mechanic, workman or laborer, on account of the employee's coming late to work, a sum in excess of the proportionate wage which would have been earned during the time actually lost.

Violation of any provision of this act shall be punished by a fine of not more than fifty dollars for each offence. [*Gen. Acts, 1918, c. 192, §§ 1, 2.*]

506. Certain wage funds exempt from taxation, etc.¹ — The property of [an association formed for the purpose of providing annuities, pensions or endowments for employees retiring from their employment on account of age, under a system by which the participating employees contribute to the funds of the association a percentage or portion of their salaries or wages as fixed by the by-laws of the association] and the portion of the wages or salary of an employee deducted or to be deducted under [Acts, 1910, c. 559], the right of an employee to an annuity, pension or endowment, and all his rights in the funds of the association, shall be exempt from taxation and from the operation of any law relating to bankruptcy or insolvency, and shall not be liable to attachment by trustee process or be liable to be taken on execution or on any other process legal or equitable to satisfy any debt or liability of the employer or of any member of the association. *No assignment of any right in or to said funds or of any pension, annuity or endowment payable under this act shall be valid, except as provided in [Acts, 1910, c. 559, § 1.] [Acts, 1910, c. 559, § 3, as am. by Gen. Acts, 1918, c. 257, § 136.]*

LIENS FOR LABOR.

517C. Form of notice; and creation of lien by the filing thereof. — SECTION 3A. Any person who shall subsequent to the date of the original contract, furnish labor or materials, or both labor and materials, or perform labor under a written contract with a contractor, or with a sub-contractor of such contractor, may file in the registry of deeds for the county or district wherein such land lies, a notice of his contract substantially in the following form: —

Notice is hereby given that by virtue of a written contract dated.....
between.....contractor (or sub-contractor) and.....
said.....is to furnish labor or materials, or both labor and
 materials, or perform labor in the erection, alteration, repair or removal of a building
 or structure by.....contractor, for.....owner, on
 a lot of land described as follows;

Said contract is to be completed on or before.....191....

A notice of any extension of such contract, stating the date to which it is extended, shall also be filed or recorded in the registry prior to the date stated in the notice of a contract for the completion thereof.

Upon filing of a notice, as hereinbefore provided, and giving actual notice to the owner of the filing of such notice, the sub-contractor shall have a lien to secure the payment of all labor and material which he shall thereafter furnish, upon the building or structure, and upon the interests of the owner, as appears of record at the time of filing said notice, in the lot of land on which said building or structure is situated. But such lien shall in no event exceed the amount due or to become due under the original contract when notice of the filing of the sub-contract is given by the sub-contractor to the owner; and the time for the performance of the contract of the sub-contractor shall not be extended beyond the time for the performance of the original contract and any extension thereof, if the objection thereto of the owner is filed in the registry of deeds and actual notice of such objection is given by the owner to the sub-contractor within five days after the owner received notice of the filing of the contract

¹ This amendment to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

as provided in this section. [*Gen. Acts, 1915, c. 292, § 3, as am. by Gen. Acts, 1918, c. 265, § 1.*]

522. Lien to be dissolved unless a statement is filed. — Repealed by Gen. Acts, 1918, c. 265, § 3. Re-enacted in new form as follows:—

SECTION 7. The lien provided for by § 2 and the lien provided for by § 3 shall be dissolved unless the contractor, or some person claiming by, through or under him, shall, within thirty days after the date on which the principal contract is to be performed, file in the registry of deeds in the county or district in which the land is situated a statement, signed and sworn to by him, or by some person in his behalf, giving a just and true account of the amount due him, with all just credits, a brief description of the property, and the name of the owner or owners as set forth in the notice of contract. The lien provided for by § 3a [paragraph 517c] shall be dissolved unless the sub-contractor, or some person claiming by, through or under him, shall, within thirty days after the date on which the contract of said sub-contractor is to be performed, file in the registry of deeds in the county or district in which the land is situated a statement, signed and sworn to by him, or by some person in his behalf, giving a just and true account of the amount due him, with all just credits, a brief description of the property, and the name of the owner or owners as set forth in the notice of contract. The lien for labor provided for by § 1 shall be dissolved unless such certificate is filed within the forty days provided in said section. [*Gen. Acts, 1918, c. 265, § 3.*]

525A. Lien may be dissolved by filing notice to that effect. — SECTION 8A. The lien of any person may, so far as his interest is concerned, be dissolved by a notice, stating that his lien is dissolved, filed in the registry of deeds where the notice of the contract is filed under which contract the lien is claimed, signed by the party who filed the notice of the contract. [*Gen. Acts, 1915, c. 292, as am. by Gen. Acts, 1918, c. 265, § 2.*]

542. Attachment prior to filing of statement. — The rights of an attaching creditor shall not prevail as against the lien for personal labor provided for in [*Gen. Acts, 1915, c. 292, § 1*], nor against the claim of a lienor where notice or notices of contract have been filed or recorded in the registry of deeds as provided in §§ 2 and 3a prior to the recording of the attachment. [*Gen. Acts, 1915, c. 292, § 10, as am. by Gen. Acts, 1916, c. 306, § 5, and by Gen. Acts, 1918, c. 265, § 4.*]

542A. Order of validity and disposal of attachments and liens.¹ — . . . An attachment recorded prior to the recording of the notice of contract shall prevail against a lien, other than for personal labor, to the extent of the value of the buildings and land as they were at the time when the labor was commenced or the materials furnished for which the lien is claimed, and in case of a sale under R. L., c. 197, § 17 the court shall determine, in the manner provided in [c. 197, § 15] what proportion of the proceeds of the sale, as derived from the value of the property at such time, shall be held subject to the attachment. If the attaching creditor recovers judgment the proceeds so held subject to his attachment, or as much thereof as may be necessary, shall be applied upon his execution, and the residue, if any, shall be disposed of in the same manner as if there had been no such attachment. If the interest of the owner of the property is attached after the filing of the notice the proceeds of any sale of the property under said § 17, after discharging all prior liens and claims, shall be applied to satisfy the execution of the attaching creditor, provided the lienor or the officer making the sale has actual notice of the attachment. Several attaching

¹ This amendment to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

creditors as between themselves shall be paid according to the order of their attachments. [*Gen. Acts, 1915, c. 292, § 10, as am. by Gen. Acts, 1916, c. 306, § 5, and by Gen. Acts, 1918, c. 257, § 444.*]

5. WORKMEN'S COMPENSATION.

GENERAL PROVISIONS.

594. Compensation to be paid during total incapacity. — While the incapacity for work resulting from the injury is total, the association shall pay the injured employee a weekly compensation equal to sixty-six and two thirds per cent of his average weekly wages, but not more than fourteen dollars nor less than five dollars a week; and in no case shall the period covered by such compensation be greater than five hundred weeks, nor the amount more than \$4,000. [*Acts, 1911, c. 751, Pt. II, § 9, as am. by Acts, 1914, c. 708, § 4, by Gen. Acts, 1917, c. 249, § 1, and by Gen. Acts, 1918, c. 113.*]

604. Claims to be in writing; and unintentional inaccuracies therein to be immaterial. — SECTION 23. The claim for compensation shall be in writing and shall state the time, place, cause and nature of the injury; it shall be signed by the person injured or by a person in his behalf, or, in the event of his death, by his legal representative or by a person in his behalf, or by a person to whom payments may be due under this act or by a person in his behalf, and shall be filed with the industrial accident board. *A claim for compensation shall not be held invalid or insufficient by reason of any inaccuracy in stating the time place, cause or nature of the injury, unless it is shown that it was the intention to mislead and that the association was in fact misled thereby.* The failure to make a claim within the period prescribed by § 15 shall not be a bar to the maintenance of proceedings under this act if it is found that it was occasioned by mistake or other reasonable cause. [*Acts, 1911, c. 751, Pt. II, § 23, as am. by Acts, 1912, c. 571, § 5, and by Gen. Acts, 1918, c. 119.*]

MASSACHUSETTS EMPLOYEES INSURANCE ASSOCIATION.

647C. Joint and several policies may be issued by insurance companies. — Two or more insurance companies authorized to make such insurance in this commonwealth may unite in issuing joint and several workmen's compensation policies, subject to approval by the insurance commissioner as provided in Gen. Acts, 1915, c. 287, in which case the policies may be headed by the names of all the companies assuming the joint and several obligations under the contract. [*Gen. Acts, 1918, c. 216, § 1.*]

OTHER INSURANCE AGAINST INDUSTRIAL INJURIES.

675B. Group life insurance policies may be issued. — (a) *Group life insurance and numerical limits thereof defined.* — Group life insurance is hereby declared to be that form of life insurance covering not less than fifty employees, with or without medical examination, written under a policy issued to the employer, the premium on which is to be paid by the employer or by the employer and employees jointly, and insuring only all of his employees, or all of any class or classes thereof determined by conditions pertaining to the employment, for amounts of insurance based upon some plan which will preclude individual selection, and for the benefit of persons other than

the employer: *provided, however*, that when the premium is to be paid by the employer and employee jointly and the benefits of the policy are offered to all eligible employees, not less than seventy-five per cent of such employees may be so insured; or not less than forty per cent if each employee belonging to the insured group has been medically examined and found to be acceptable for ordinary insurance by an individual policy. [*Gen. Acts, 1918, c. 112, § 1.*]

(b) *Forms of policies to be approved by the insurance commissioner; certain provisions necessary.* — On and after July 1, 1918, no policy of group life insurance shall be issued or delivered in this commonwealth until a copy of the form thereof has been filed at least thirty days with the insurance commissioner, unless before the expiration of said thirty days the said commissioner shall have approved the policy in writing; nor if the said commissioner notifies the company in writing within said thirty days that, in his opinion, the form of the policy does not comply with the laws of this commonwealth, specifying the reasons for his opinion, provided, that this action of the said commissioner shall be subject to review by the supreme judicial court; nor shall any such policy be so issued or delivered unless it contains in substance the following provisions:

1. A provision that the policy shall be incontestable after two years from its date of issue except for non-payment of premiums or violation of the conditions of the policy relating to military or naval service in time of war.

2. A provision that the policy, the application of the employer and the individual applications, if any, of the employees insured shall constitute the entire contract between the parties and that all statements made by the employer or by the individual employees shall, in the absence of fraud, be deemed representations and not warranties, and that no such statement shall be used in defence to a claim under the policy unless it is contained in a written application.

3. A provision for the equitable adjustment of the premium or the amount of insurance payable in the event of a misstatement of the age of an employee.

4. A provision that the company will issue to the employer for delivery to the employee whose life is insured under the policy an individual certificate setting forth a statement as to the insurance protection to which he is entitled and to whom it is payable, together with a provision to the effect that in case of the termination of the employment for any reason whatsoever the employee shall be entitled to have issued to him by the company, without evidence of insurability and upon application made to the company within thirty-one days after such termination and upon the payment of the premium applicable to the class of risk to which he belongs and to the form and amount of the policy at his then attained age, a policy of life insurance in any one of the forms customarily issued by the company, except term insurance, in an amount equal to the amount of his protection under such group insurance policy at the time of such termination.

5. A provision that to the group or class thereof originally insured shall be added from time to time all new employees of the employer eligible to insurance in such group or class.

A policy shall be deemed to contain any such provision in substance when, in the opinion of the insurance commissioner, the provision is stated in terms more favorable to the employer or employee than are herein set forth. [*Gen. Acts, 1918, c. 112, § 2.*]

(c) *Such policies may be issued by foreign companies.* — Policies of group life insur-

ance issued by a company not organized under the laws of this commonwealth may, when issued in this commonwealth, contain any provision which is required by the law of the state, territory or district of the United States in which the company was organized, and policies of group life insurance issued by a company organized under the laws of this commonwealth may, when issued or delivered in any other state, territory, district or country, contain any provision required by the laws of the state, territory, district or country in which the same are issued or delivered. [*Gen. Acts, 1918, c. 112, § 3.*]

(d) *Payments under such policies not subject to attachment, etc.* — No policy of group life insurance, or the proceeds thereof when paid to any employee or employees thereunder, or to their beneficiaries, shall be liable to attachment, trustee process or other process or to be seized, taken, appropriated or applied by any legal or equitable process or operation of law to pay any debt or liabilities of such employee or his beneficiary or any other person who may have a right thereunder either before or after payment; nor shall the proceeds thereof, when not made payable to any beneficiary, constitute a part of the estate of the employee for the payment of his debts. [*Gen. Act, 1918, c. 112, § 4.*]

(e) *Such policies to be exempt from loan provisions; disposal of equity in policies at time of default.* — Group life insurance policies shall be exempt from any loan provision or requirement. Any equity of the insured in a group life insurance policy at the time of default in the payment of a premium, whether that equity exists by reason of the terms of the policy or by statute, shall be applied to purchase extended or paid up insurance for each of the insured at attained age on the basis of the mortality table and rate of interest used in computing the premium for the group. [*Gen. Acts, 1918, c. 112, § 5.*]

(f) *Employer only to be a member of the company.* — Under any group policy issued by a domestic mutual life insurance company, the employer only shall be a member of the company, and entitled to one vote by virtue of such policy at the meetings of the company. [*Gen. Acts, 1918, c. 112, § 6.*]

(g) *Only group life policies issued under this act to be legal.* — Except as provided in this act it shall be unlawful to make a contract of life insurance covering a group in this commonwealth. [*Gen. Acts, 1918, c. 112, § 7.*]

(h) *Certain other provisions not to apply to group life insurance.* — Acts, 1907, c. 576, § 75, and so much of any other act as is inconsistent herewith shall not apply to group life insurance policies. [*Gen. Acts, 1918, c. 112, § 8.*]

675C. Regular medical examination no longer necessary as requisite to issuance of group life policies. — SECTION 71. No life insurance company organized under the laws of or doing business in this commonwealth shall enter into any contract of insurance upon lives within this commonwealth without having previously made or caused to be made a prescribed medical examination of the insured by a registered medical practitioner; except that an inspection by a competent person of a group of employees whose lives are to be insured and their environment may be substituted for such medical examination in cases where the insurance is granted under a single policy issued to a given person, firm or corporation, covering simultaneously a group of not less than one hundred lives all in the employ of such person, firm or corporation. *Nor shall medical examination be required for the issuance of contracts based upon the continuance of life, such as annuities or pure endowments, whether or not they embody an agreement to refund upon the death of the holder to his estate or to a specified*

payee any sum not exceeding the premium or premiums paid thereon. Any insurance company violating the provisions of this section, or any officer, agent or other person soliciting or effecting, or attempting to effect, a contract of insurance contrary to the provisions hereof, shall be punished by a fine of not more than one hundred dollars for each offence. [Acts, 1907, c. 576, § 71, as am. by Gen. Acts, 1916, c. 12, and by Gen. Acts, 1918, c. 35.]

COMPENSATION FOR INJURIES TO PUBLIC EMPLOYEES.

694A. Compensation for certain persons employed on bridges between Boston and Cambridge. — Laborers, workmen, mechanics, drawtenders and assistant drawtenders employed in the management and maintenance of the bridges between the cities of Boston and Cambridge shall be entitled to the compensation provided for by Acts, 1913, c. 807, and acts in amendment thereof, for injuries received in the course of and arising out of their employment. The said compensation shall be paid in the manner specified in Acts, 1898, c. 467, § 14 and any amendment thereof for the maintenance, policing, support, management and repair of the said bridges.

The commission in charge of the said bridges shall designate a person to act as its agent in furnishing the benefits provided for by this act in accordance with the provisions of Gen. Acts, 1915, c. 244.¹ [Gen. Acts, 1918, c. 125, §§ 1, 2.]

6. PENSION AND RETIREMENT SYSTEMS.

EMPLOYEES OF THE COMMONWEALTH (GENERAL ACT).

698. Employees not affected by the retirement system.² — (3) No officer elected by popular vote may become a member of the association, nor any employee who is or will be entitled to a *non-contributory* pension from the commonwealth; *but if such employee leaves a position for which such a pension is provided, before becoming entitled thereto, and takes a position to which this act applies, he shall thereupon become a member of the association.*

[Acts 1911, c. 532, § 3, as am. by Acts, 1912, c. 363, § 2, and by Gen. Acts, 1918, c. 257, § 101.]

699. Employees who may be retired.² — . . . (4) Any member who reaches the age of sixty years and has been in the continuous service of the commonwealth for a period of fifteen years immediately preceding may retire or be retired by the board of retirement upon recommendation of the head of the department in which he is employed, or, *in case of members appointed by the governor upon recommendation of the governor and council*, and any member who reaches the age of seventy must so retire. [Acts, 1911, c. 532, § 3, as am. by Acts, 1912, c. 363, § 2, and by Gen. Acts, 1918, c. 257, § 102.]

SECTION 1. Any employee of the commonwealth subject to and affected by Acts, 1911, c. 532 and amendments thereof may, after fifteen years of continuous service, be retired for permanent disability at a yearly rate of not more than one half of his

¹ For the text of this act, see Labor Bulletin, No. 122, paragraph 683A.

² This amendment is to take effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

salary, based on the average *annual rate of salary* received during the last ten years of service: *provided, however*, that the minimum amount be not less than two hundred dollars and that the tables now in use by the board of retirement be used in determining the amount to be paid, and the board of retirement may call upon the *chief surgeon of the land forces of the commonwealth, or, if he is absent or unable to act, may employ a physician* to assist it in determining the degree of disability. The decision of the board of retirement shall be final. [Acts, 1914, c. 419, as am. by Gen. Acts, 1918, c. 257, § 110.]

BOARD OF RETIREMENT.

700. Organization, etc. — *State treasurer to have charge of funds.*¹ — (3) Subject to the approval of the board of retirement, *the treasurer and receiver general* shall have charge and control of the funds of the system and any and all unappropriated income thereof, and shall invest and reinvest the same when not required for current disbursements, in accordance with Gen. Acts, 1916, c. 192. [Acts, 1911, c. 532, § 4, as am. by Acts, 1912, c. 363, § 3, and by Gen. Acts, 1918, c. 257, § 103.]

CREATION OF THE RETIREMENT FUND.

701. Retirement funds.¹ — . . .

(2) *Annuity and Pension Fund.*

B. Contributions of the commonwealth. — . . . (b) Each year the commonwealth shall contribute *such amount as is necessary to guarantee regular interest and make good any deficiency in the annuity fund, as of the preceding thirty-first day of December.* [Acts, 1911, c. 532, § 5, as am. by Gen. Acts, 1918, c. 257, § 104.]

DISTRIBUTION OF FUNDS.

702. Administering the funds. — The state treasurer shall administer the funds of the pension system in accordance with the following plan: —

(2) *Annuity and Pension Funds.*

*B. Annuities from employees' deposits.*¹ — . . . (b) A life annuity, payable monthly, with the provision that in the event of the death of the annuitant before receiving payments equal to the sum, at the date of his retirement, of his deposits under section five, (2) A, *with such interest as shall have been earned thereon*, the difference shall be paid to his legal representatives, *provided that this form of annuity shall not be paid unless the amount of his accumulations will provide an annuity of one hundred dollars or more.* [Acts, 1911, c. 532, § 6, and by Gen. Acts, 1918, c. 257, § 105.]

*C. Pensions derived from contributions by the commonwealth.*¹ — (a) Pensions based upon subsequent service. Any member entitled to an annuity under paragraph (2) B of this section shall receive in addition thereto a pension for life payable monthly equivalent to that annuity *to which he would be entitled if his annuity were figured under (2) B (a) of this section*, to be paid out of the fund contributed by the commonwealth under the provisions of section five, (2) B (a). *For the purpose of computing the pen-*

¹ This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

sion for subsequent service of any member who has left a position in the service of the commonwealth for which a non-contributory pension is provided to take a position subject to this act, he shall be credited with regular accumulated contributions to the annuity fund during his period of service in said former position since June 1, 1912. [Acts 1911, c. 532, § 6, ¶ (2) C (a), and by Gen. Acts, 1918, c. 257, § 106.]

(b) [paragraph 4.] . . . If the accumulated contributions of any employee retired under the provisions of this act exceed the amount required to provide an annuity equal to one fourth of the average *annual rate of*¹ wages or salary of such employee during the last ten years prior to his retirement, the excess above that amount shall be paid to such employee in a lump sum with the first monthly payment on the account of his retiring allowance. [Acts, 1911, c. 532, § 6, ¶ (2) C (b), as am. by Acts, 1912, c. 363, § 4, and by Gen. Acts, 1918, c. 257, § 107.]

E. *Minimum and maximum payments.*—In no case shall the total monthly payment to a member be at a rate less than two hundred dollars per year, or at a rate more than one half the average *annual rate of* salary or wages of such member during the ten years prior to his retirement.¹ [Acts, 1911, c. 532, § 6, as am. by Gen. Acts, 1918, c. 257, § 108.]

705. Proceeding in cases of violation of law.¹—If, in the judgment of the insurance commissioner, the commonwealth or the board of retirement has violated or neglected to comply with any of the provisions of this act, or of the rules and regulations established by the board of retirement hereunder, he shall give notice thereof to the governor of the commonwealth and to the board of retirement, and thereafter if such violation or neglect on the part of the board of retirement continues shall forthwith present the facts to the attorney-general for his action. [Acts, 1911, c. 532, § 9, as am. by Gen. Acts, 1918, c. 257, § 109.]

705A. Payment of amounts due to estates of deceased members under various acts regulated.¹—Should there be due to the estate of a deceased member of any of the several retirement associations established by Acts, 1910, c. 619, by Acts, 1911, c. 532, and c. 634, and by Acts, 1913, c. 832, any sum of money payable from the funds of the association, the same shall be paid to his executor or administrator appointed within three months after the death of such deceased member; but if there is no executor or administrator, said sum may, in the discretion of the respective retirement board, not exceeding one hundred dollars in any one case, be paid to the person or persons appearing in the judgment of said board to be entitled thereto, and such payment shall be a bar to recovery by any other person. [Gen. Acts, 1918, c. 257, § 134.]

RETIREMENT SYSTEM FOR PUBLIC SCHOOL TEACHERS.²

707D. Creation of funds.¹— . . . (2) The annuity fund shall consist of assessments paid by members of the retirement association, and interest derived from investments of the annuity fund. Each member of the retirement association shall pay into the annuity fund, by deduction from his salary in the manner provided in section nine, paragraph five, of this act, such assessments upon his salary as may be determined by the retirement board. The rate of assessment shall be established by the

¹ This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

² See Acts, 1913, c. 832.

retirement board on the first day of July of each year after a prior notice of at least three months, and shall at any given time be uniform for all members of the retirement association, and shall not be less than three per cent nor more than seven per cent of the member's salary: *provided, however*, that when the total sum of assessments on the salary of any member at the rate established by the retirement board would amount to more than one hundred dollars or less than thirty-five dollars for a *full* school year, such member shall in lieu of assessments at the regular rate be assessed *at the rate* of one hundred dollars a year or thirty-five dollars a year as the case may be, payable in equal instalments to be assessed for the number of months during which the schools of the community in which such member is employed are commonly in session. Any member of the retirement association who shall for thirty years have paid regular assessments to the annuity fund as provided herein, shall be exempt from further assessments; but such member may thereafter, if he so elects, continue to pay his assessments to the fund. No member, *however*, shall pay further assessments after the total sum of assessments paid by him shall at any time have amounted, with regular interest, to a sum sufficient to purchase an annuity of five hundred dollars at age sixty; and interest thereafter accruing shall be paid to the member at the time of his retirement.

[Acts, 1913, c. 832, § 5, as am. by Gen. Acts, 1918, c. 257, §§ 111, 112.]

707E. Payment of retirement allowances.¹ — (1) Any member of the retirement association may retire from service in the public schools on attaining the age of sixty years, or at any time thereafter. *If in the opinion of the employing school committee any member of the retirement association who has attained said age is incapable of rendering satisfactory service as a teacher he may with the approval of the retirement board be retired by such committee.*

(4) Any member of the retirement association receiving payments of an annuity as provided in paragraph (3) of this section, if not rendered ineligible therefor by section twelve of this act, shall receive with each quarterly payment of his annuity an amount from the pension fund as directed by the retirement board *equal to the quarterly annuity payment to which he would be entitled if his annuity were figured under the provisions of paragraph (3) (a) of this section.*

(5) Any teacher who shall have become a member of the retirement association under paragraph (2) of section three, and who shall have served fifteen years or more in the public schools of the commonwealth, not less than five of which shall immediately precede retirement, on retiring as provided in paragraphs (1) and (2) of this section, shall be entitled to receive a retirement allowance as follows: — (a) such annuity and pension as may be due under paragraphs (3) and (4) of this section; (b) an additional pension to such an amount that the sum of this additional pension and the pension provided in paragraph (4) of this section shall equal the pension to which he would have been entitled under this act if he had paid thirty assessments on his average yearly rate of salary for the fifteen years of public school service preceding his retirement, at the rate of assessment in effect at the time of his retirement, and his account had been annually credited with interest at the rate of three per cent per annum; *provided*, that if his term of service in the commonwealth shall have been over thirty

¹ These amendments are to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

years, the thirty assessments *with interest as provided above shall, subject to the limitation contained in the last sentence of paragraph (2) of section five, be credited with interest at the rate of three per cent compounded annually for each year of service in excess of thirty, and provided, further, that the minimum pension shall be of such an amount that the annual pension, plus the annual amount which would have been paid from the annuity fund if the member had chosen an annuity computed under paragraph (3) (a) of this section, shall be three hundred dollars.* Subject to the approval of the board, periods of leave of absence or sickness shall not be considered as breaking the five years of service immediately preceding retirement required under this paragraph, but such periods of absence or sickness shall not be counted as service. If a member is at any time eligible to retire and receive a pension computed under this paragraph, he shall receive upon retirement a pension computed hereunder without the necessity of five years of continuous service preceding retirement. [Acts, 1913, c. 832, § 6, as am. by Gen. Acts, 1916, c. 257, § 2, and by Gen. Acts, 1918, c. 257, § § 113, 114, 115.]

707FF. Action to be taken for violations of the act upon notice given by the insurance commissioner.¹ — SECTION 13A. If, in the judgment of the insurance commissioner, the commonwealth or the board of retirement has violated or neglected to comply with any of the provisions of this act, or the rules and regulations established by the board hereunder, he shall give notice thereof to the governor and to the board, and thereafter, if such violation or neglect on the part of the board continues, shall forthwith present the facts to the attorney-general for his action. [Gen. Acts, 1918, c. 257, § 116.]

COUNTIES.²

712. Organization of the retirement association.¹ — (1) . . . All employees of the county, on the date when the retirement system is declared established by the issue of the certificate, as provided in section two, may become members of the association. On the expiration of thirty days after said date every such employee shall be considered to have elected to become, and shall thereby become, a member, unless he shall have, within that period, sent notice in writing to the *county commissioners or officers performing their duties*, that he does not wish to join the association.

[Acts, 1911, c. 634, § 3, as am. by Gen. Acts, 1918, c. 257, § 117.]

714B. Interest payments under retirement system for county employees. — A. *Refunds.* — (a) Should a member of the association cease to be an employee of the county for any cause other than death, before becoming entitled to a pension, there shall be refunded to him all the money that has been paid in by him under section five, (2) A, with *such interest as shall have been earned thereon.* [Acts, 1911, c. 634, § 6, as am. by Gen. Acts, 1918, c. 104, § 1.]

B. *Annuities from employees' deposits.* — Any member who reaches the age of sixty years and has been in the continuous service of the county for fifteen years immediately preceding, and then or thereafter retires or is retired, any member who retires or is retired at the age of seventy years, and any member who is retired for the good of the service under the provisions of section three, (5), shall receive an

¹ To become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

² For complete text of the Act authorizing the counties of the Commonwealth to establish retirement systems for their employees, see Acts, 1911, c. 634, and amendments thereto.

annuity to which the sum of his deposits under section five, (2), with *such interest as shall have been earned on such deposits*, shall entitle him, according to the tables adopted by the board of retirement, in one of the following forms: — (a) A life annuity, payable monthly.

(b) A life annuity, payable monthly, with the provision that in the event of the death of the annuitant before receiving payments equal to the sum at the date of his retirement of his deposits under section five, (2) A, with *such interest as shall have been earned on such deposits*,¹ the difference shall be paid to his legal representatives, *provided that this form of annuity shall not be paid unless the amount of his accumulations will provide an annuity of one hundred dollars.*¹ [Acts, 1911, c. 634, § 6, as am. by Gen. Acts, 1918, c. 104, § 2, and by Gen. Acts, 1918, c. 257, § 121.]

714C. "Annuity" further defined.¹ — (a) Pensions based upon subsequent service. Any member entitled to an annuity under paragraph (2) B of this section shall receive in addition thereto a pension for life payable monthly equivalent to that annuity *to which he would be entitled if his annuity were figured under (2) B (a) of this section*, to be paid out of the fund contributed by the county under the provisions of section five, (2) B (a). [Acts, 1911, c. 634, § 6, ¶ (2) C (a), as am. by Gen. Acts, 1918, c. 257, § 122.]

714D. Accumulated contributions when payable in a gross sum.¹ — If the accumulated contributions of any employee retired under the provisions of this act exceed the amount required to provide an annuity equal to one fourth of the average *annual rate of wages or salary* of such employee during the last ten years prior to his retirement, the excess above that amount shall be paid to such employee in a gross sum with the first monthly payment on the account of his retiring allowance. [Acts, 1911, c. 634, § 6, ¶ (2) C (b), as am. by Acts, 1913, c. 817, § 3, and by Gen. Acts, 1918, c. 257, § 123.]

714E. Computation of maximum and minimum payments.¹ — E. *Minimum and Maximum Payments.* — In no case shall the total monthly payment to a member be at a rate less than two hundred dollars per year, or at a rate more than one half *the average annual rate of wages or salary* of such member during the ten years prior to his retirement. [Acts, 1911, c. 634, § 6, ¶ (2) E, as am. by Gen. Acts, 1918, c. 257, § 124.]

714F. Prosecutions for violations of the act provided for.¹ — If, in the judgment of the insurance commissioner, the county or the board of retirement has violated, or neglected to comply with, any provision of this act, or any rule or regulation established by the board of retirement hereunder, he shall give notice thereof to the county *commissioners* and to the board of retirement, and thereafter if such violation or neglect continues shall forthwith present the facts to the attorney-general for his action. [Acts, 1911, c. 634, § 9, as am. by Gen. Acts, 1918, c. 257, § 125.]

715A. Qualifications and terms of service of members of the board.¹ — (1) The management of the retirement system is hereby vested in the board of retirement, consisting of three members, one of whom shall be the county treasurer; the second member shall be a member of the association elected by the latter within sixty days after the date when the retirement system is declared established by the issue of the certificate provided for by section two, in a manner to be determined by the county commissioners; the third member shall be chosen by the other two members. In

¹ Amendment to take effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

case of the failure of the latter to choose the third member within thirty days after the election of the second member, the chairman of the county commissioners shall appoint such third member. *The initial terms of the second and third members shall be two years, thereafter their terms shall be three years.* On a vacancy occurring in the board for any cause or on the expiration of the term of office of any member, a successor of the person whose place has become vacant or whose term has expired shall be chosen in the same manner as was his predecessor. [Acts, 1911, c. 634, § 4, ¶ (1), as am. by Gen. Acts, 1918, c. 257, § 118.]

717A. The counties to make expenditures from the appropriations.¹ —

(1) *Expense and contingent fund.* — The county shall annually expend, from the amount appropriated therefor by the general court, such sum as may be necessary to defray the whole expense of administration, according to estimates prepared by the county treasurer and by him submitted to the county commissioners, who shall include the same in their estimates required by R. L., c. 21, § 27, and acts in amendment thereof. [Acts, 1911, c. 634, § 5, ¶ (1), as am. by Gen. Acts, 1918, c. 257, § 119.]

717B. Contributions by the county regulated.¹ — (b) Each year the county shall contribute *such amount as is necessary to guarantee regular interest and make good any deficiency in the annuity fund, as of the preceding thirty-first day of December.* [Acts, 1911, c. 634, § 5.]

(2) B (b), as am. by Gen. Acts, 1918, c. 257, § 120.]

718. Pensioners not to be paid for services other than jury duty.¹ — No person, while receiving a pension or an annuity *from the commonwealth*, or from any county, city or town, except teachers who *on March 31, 1916*, were receiving annuities not exceeding \$180 per annum, shall, after the date of the first payment of such annuity or pension, be paid for any service, except jury service, rendered to *the commonwealth*, county, city or town, *from whose treasury said pension or annuity is payable.* [Acts, 1913, c. 657, as am. by Gen. Acts, 1916, c. 88, and by Gen. Acts, 1918, c. 257, § 135.]

719B. Pensions for scrubwomen in the employ of Suffolk County. — Scrubwomen who have been employed continuously for fifteen years by the county of Suffolk and are incapacitated for further service, and scrubwomen who have been so employed and have attained the age of sixty years, shall be entitled to retire with a pension of six dollars a week, payable by said county.

This act shall take effect upon its acceptance by the city council of the city of Boston, with the approval of the mayor. [Gen. Acts, 1918, c. 172, §§ 1, 2.]

CITIES AND TOWNS.²

724. Organization of the retirement association. — (1) All employees of the city or town, on the date when the retirement system is declared established by the issue of the certificate, as provided in section two, may become members of the association. On the expiration of thirty days from said date every such employee shall be considered to have elected to become, and shall thereby become, a member, unless he shall have, within that period, sent notice in writing to the *city council or board of selectmen* that he does not wish to join the association.¹

[Acts, 1910, c. 619, § 3, (1), as am. by Acts, 1911, c. 338, § 3, and by Gen. Acts, 1918, c. 257, § 126.]

¹ This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

² For the complete text of an act authorizing cities or towns to establish a retirement system for their employees, see Acts, 1910, c. 619, and amendments thereto.

724A. Members of the board of retirement; terms of office.¹ — (1) The management of the retirement system is hereby vested in the board of retirement, consisting of three members, one of whom shall be the city or town treasurer; the second member shall be a member of the association elected by the latter within sixty days after the date when the retirement system is declared established by the issue of the certificate, as provided by section two, in a manner to be determined by the *city council or board of selectmen*; the third member shall be chosen by the other two members. In case of the failure of the latter to choose the third member within thirty days after the election of the second member, the mayor or the chairman of the board of selectmen shall appoint such third member. *The initial second and third members shall serve for two years; otherwise and thereafter the term of office of the two elected members shall be three years. On a vacancy occurring in the board for any cause or on the expiration of the term of office of any member, a successor of the person whose place has become vacant or whose term has expired shall be chosen in the same manner as was his predecessor.* [Acts, 1910, c. 619, § 4, (1), as am. by Acts, 1911, c. 338, § 4, and by Gen. Acts, 1918, c. 257, § 127.]

724B. Contributions by cities and towns. — . . . (2) B (b) *Each year in February the city or town shall contribute such amount as is necessary to guarantee regular interest and make good any deficiency in the annuity fund as of the preceding thirty-first day of January.* . . .¹ [Acts, 1910, c. 619, § 5, as am. by Acts, 1911, c. 338, § 5, and by Gen. Acts, 1918, c. 257, § 128.]

726A. Annuities from Employees' Deposits.¹ — . . . (2) B (b) A life annuity, payable monthly, with the provision that in the event of death of the annuitant before receiving payments equal to the sum at the date of his retirement of his deposits under § 5, (2) A, with regular interest, the difference shall be paid to his legal representatives, *provided that this form of annuity shall not be paid unless the amount of his accumulations will provide an annuity of \$100 or more.* [Acts, 1910, c. 619, § 6, ¶ (2) B (b), as am. by Acts, 1911, c. 338, § 6, and by Gen. Acts, 1918, c. 257, § 129.]

726B. "Annuity" further defined.¹ — (a) Pensions based upon subsequent service. Any member entitled to an annuity under paragraph (2) B, of this section, shall receive in addition thereto a pension for life payable monthly equivalent to that annuity *to which he would be entitled if his annuity were figured under (2) B (a) of this section*, to be paid out of the fund contributed by the city or town under the provisions of section 5, (2) B (a). [Acts, 1910, c. 619, § 6, ¶ 2 C (a), as am. by Acts, 1911, c. 338, § 6, and by Gen. Acts, 1918, c. 257, § 130.]

726C. Total monthly payments limited.¹ — (2) E. *Minimum and maximum payments.* — In no case shall the total monthly payment to a member be at a rate less than two hundred dollars a year, or at a rate more than one half the *average annual rate of wages or salary of the member during the ten years prior to his retirement.* [Acts, 1910, c. 619, § 6, as am. by Acts, 1911, c. 338, § 6, and by Gen. Acts, 1918, c. 257, § 131.]

726D. Excess accumulated contributions to be paid in a gross sum.¹ — If the accumulated contributions of any employee retired under the provisions of this act exceed the amount required to provide an annuity equal to one fourth of the average annual rate of wages or salary of such employee during the last ten years prior to his retirement, the excess shall be paid to such employee in a gross sum with the

¹ This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

first monthly payment on the account of his retiring allowance. [*Acts, 1910, c. 619, § 6, as am. by Acts, 1911, c. 338, § 6, and by Gen. Acts, 1918, c. 257, § 132.*]

726E. Provision for enforcement of the act.¹ — If, in the judgment of the insurance commissioner, the city or town or the board of retirement has violated or neglected to comply with any of the provisions of this act, or of the rules and regulations established by the board of retirement hereunder, he shall give notice thereof to the mayor or the chairman of the board of selectmen and to the board of retirement, and thereafter if such violation or neglect continues, shall forthwith present the facts to the attorney-general for his action. [*Acts, 1910, c. 619, § 9, as am. by Gen. Acts, 1918, c. 257, § 133.*]

736EE. Pensions for call members of the Arlington fire department. —

(a) *Powers of selectmen.* — The selectmen of the town of Arlington, upon the recommendation of the engineers of the fire department, shall retire from active service and pension any call member of the said department whom the town physician certifies in writing to be permanently disabled, mentally or physically, from further performing duty as such member, by reason of injuries sustained or illness incurred through no fault of his in the actual performance of duty; and any call member of said department who has performed faithful service therein for not less than twenty-five years, if in the judgment of the board of selectmen such member is disabled for useful service in the department: *provided, however*, that any call member who has performed faithful service for a term of twenty-five years and has attained the age of sixty years shall be retired upon his own request. [*Sp. Acts, 1918, c. 79, § 1.*]

(b) *Amount of pension.* — The said town shall pay to retired call firemen certified by the town physician as disabled under the provisions of section one the same pension payable to retired permanent firemen who performed similar duties. To all others retired under this act, it shall pay pensions equal to one half their annual compensation during their last year of service. All pensions hereunder shall be paid monthly. [*Sp. Acts, 1918, c. 79, § 2.*]

(c) *When act is to take effect.* — This act shall take effect upon its acceptance by the town of Arlington at a meeting called for the purpose by vote of two thirds of the voters present and voting thereon. [*Sp. Acts, 1918, c. 79, § 3.*]

736J. Disbursements of state aid for the relief of firemen and their dependents. — (a) *Amount and disposition of the annual appropriation.* — The sum of eighteen thousand dollars may annually be paid from the treasury of the commonwealth for the purpose of furnishing relief to firemen and their dependents, designated in R. L., c. 32, § 73, as am. by Acts, 1903, c. 253, and by Acts, 1911, c. 90, and in § 74 of said chapter 32, as entitled to participate in the benefits of the Firemen's Relief Fund of Massachusetts, heretofore provided by Sp. Acts, 1917, c. 121, § 1. The said sum shall be in substitution for the annual payment to the treasurer of the Massachusetts State Firemen's Association constituting said relief fund, but payments from the treasury on account of said relief shall nevertheless be determined in manner and amount, on properly approved vouchers in the same manner as other claims against the commonwealth, by the board appointed under the provisions of said § 73 of said chapter 32 and amendments thereof, known as the commissioners of the firemen's relief fund, who shall hereafter be known as the Commissioners on Firemen's Relief. Five hundred dollars of the amount hereby authorized may be expended for the travelling and incidental expenses of said board. [*Gen. Acts, 1918, c. 81, § 1.*]

¹ This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

(b) *Acts repealed.* — R. L., c. 32, §§ 71, 72, 75, and 76, Acts, 1906, c. 171, § 2, Sp. Acts, 1917, c. 121, are hereby repealed. [*Gen. Acts, 1918, c. 81, § 2.*]

737A. Retirement act for policemen of cities.¹ — (a) *Conditions necessary for retirement.* — The mayor and aldermen of any city, except Boston, which, by vote of its city council, accepts the provisions of this and the following section or has accepted the corresponding provisions of earlier laws, and which contains not less than seventy-five thousand inhabitants according to the latest census, state or national, may retire from active service and place upon a pension roll any member of the police department of such city sixty-five years of age or over who has performed faithful service in said department for not less than fifteen years, or any member of said department whom the city physician of such city certifies in writing to be permanently disabled, mentally or physically, by injuries sustained through no fault of his in the actual performance of duty, from further performing duty as such member, or any member of said department who has performed faithful service therein for not less than twenty years, if, in the judgment of said board, he is disabled for useful service in said department. [*Gen. Acts, 1918, c. 257, § 99.*]

(b) *Amount of such pension.* — The amount of the annual pension allowed to any person under the preceding section shall not exceed one half of the annual compensation received by him at the time of such retirement, if he is retired by reason of injuries received, nor exceed one third of such compensation if he is retired by reason of age or service. Such pensions shall be paid by the city. [*Gen. Acts, 1918, c. 257, § 100.*]

737B. Retirement act for firemen in cities amended.¹ — (a) *Classes of firemen included defined.* — The fire commissioner or commissioners, in cities having such an official, and in other cities the board of aldermen or the board or body having the powers of aldermen, in all cases with the approval of the mayor, shall retire from active service and place upon the pension roll any *fireman, call fireman or substitute call fireman* of the city whom the city physician certifies in writing to be permanently disabled, mentally or physically, by injuries sustained or illness incurred through no fault of his in the actual performance of duty, from further performing duty as such member; or any permanent member of said department who has performed faithful service therein for not less than twenty-five years if in the judgment of said board or official such member is disabled for useful service in the department: *provided, however,* that any permanent member of said department who has performed faithful service therein for the term of twenty-five years and has attained the age of sixty years shall be retired upon his own request. [*Acts, 1913, c. 697, § 1, as am. by Gen. Acts, 1918, c. 257, § 97.*]

(b) *Amount of pension; law amended.* — Any permanent member of a fire department retired under the provisions of this act shall receive an annual pension, payable monthly, equal to one half of the annual salary or other compensation payable to him during the last year of his service. The compensation of any *call or substitute call fireman* retired under the provisions of this act shall be the same as that of a permanent member of the first grade of the same department in which he served, or, if there be no grades, his compensation shall be that of a permanent member of the department performing duties like those which he performed. [*Acts, 1913, c. 697, § 2, as am. by Gen. Acts, 1918, c. 257, § 98.*]

¹ This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

RETIREMENT SYSTEMS OF CORPORATIONS, FIRMS, AND INDIVIDUALS.

741. Act for retirement of employees in private employment amended.¹

— (a) *Assignment of pension funds thereunder further regulated; exempt also from taxation, etc.* — The property of every such association, and the portion of the wages or salary of an employee deducted or to be deducted under this act, the right of an employee to an annuity, pension or endowment, and all his rights in the funds of the association, shall be exempt from taxation and from the operation of any law relating to bankruptcy or insolvency, and shall not be liable to attachment by trustee process or be liable to be taken on execution or on any other process legal or equitable to satisfy any debt or liability of the employer or of any member of the association. *No assignment of any right in or to said funds or of any pension, annuity or endowment payable under this act shall be valid, except as provided in section one.* [Acts, 1910, c. 559, § 3, as am. by Gen. Acts, 1918, c. 257, § 136.]

MISCELLANEOUS PROVISIONS.

744D. Promotion of old age annuities and of voluntary insurance against sickness, old age, and disability. — *Resolved*, That there be allowed and paid out of the treasury of the commonwealth the sum of five thousand dollars, to be expended under the direction of the trustees of the General Insurance Guaranty Fund, in a manner similar to the work of said trustees in making known the advantages of savings bank life insurance under the provisions of Gen. Acts, 1915, c. 168, for the purpose of further encouraging and promoting old age annuities and the organization of mutual benefit associations among the employees in industrial plants in the commonwealth in order to afford them an opportunity to insure against sickness and disability. The said trustees shall have authority to employ such agents or solicitors as they may deem necessary for the purposes aforesaid, and also such additional clerical assistance as may be necessary from time to time. [Res., 1918, c. 70.]

7. SAVINGS BANK INSURANCE.

758. Insurance restricted to residents of this commonwealth. — No policy or annuity contract shall be issued, except upon the life and for the benefit of a resident of the commonwealth, or of a person regularly employed therein. If the holder of any policy or annuity issued by such a bank becomes a resident of another state or country, it shall be necessary, unless the bank otherwise provides, for such a policy holder or such an annuitant, or his duly authorized representative, or the beneficiary entitled to a claim for loss under such a policy, to make or receive payments at the bank, or by correspondence, without notice from the bank. Should a lapse occur by reason of the failure of any such person to do so seasonably, the liability of the bank, in case of a policy of insurance, shall be only for the amount of its previously acquired paid up insurance value, or on demand, for the stipulated cash surrender value thereof. Upon the presentation of the proof of death of any insured who had so become a resident of another state, the treasurer of the issuing bank may, if he deems it necessary, cause an independent investigation to be made in such other state into the alleged facts, and the expenses thereof may, in the discretion of the treasurer, be deducted from the

¹ This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

amount otherwise payable on the policy. [Acts, 1907, c. 561, § 12, as am. by Gen. Acts, 1918, c. 70.]

783B. Certain employees to be exempt from medical examination for life insurance; certain other exceptions. — Amended by Gen. Acts, 1918, c. 35. See paragraph 675C.

8. CO-OPERATIVE ASSOCIATIONS.

CO-OPERATIVE SOCIETIES.

790A. Use of word "co-operative" restricted.¹ — No person, partnership, association or corporation, *domestic or foreign*, except co-operative banks, shall hereafter transact business for profit in this commonwealth under any name or title which contains the word "co-operative", unless the net earnings thereof are distributed in a manner permitted for a co-operative corporation by this act or by Acts, 1903, c. 437, § 93. Any person, partnership, association or corporation violating any provision of this section shall forfeit to the commonwealth not more than ten dollars for every day or part thereof during which such violation continues. Such forfeiture may be recovered by an information brought in the supreme judicial court or the superior court by the attorney general, at the relation of the commissioner of corporations. Upon such information the court may issue a temporary or permanent injunction restraining such person, partnership, association or corporation from doing business in the commonwealth, or may issue such injunction restraining the violation of this section, and may make such other orders and decrees as justice and equity may require. [Acts, 1913, c. 447, as am. by Gen. Acts, 1915, c. 118, § 2, and by Gen. Acts, 1918, c. 257, § 362.]

9. INDUSTRIAL EDUCATION.

VOCATIONAL EDUCATION.

869A. State-aided vocational education extended during the war. — The restriction imposed by Acts, 1911, c. 471, § 1, ¶ 6, upon evening classes in industrial, agricultural and household art schools, according to which instruction in such classes shall be given only to persons employed during the day in work to which the instruction so given applies, is hereby removed for the period of the present war and one year thereafter, and during that time instruction in such classes may be given to any pupils for whom it would be profitable. [Gen. Acts, 1918, c. 206, § 1.]

871A. Age limit in vocational schools removed during the present war. — The restriction imposed by [Acts, 1911, c. 471, § 3], as am. by Gen. Acts, 1917, c. 215, § 5, according to which instruction in certain day or part-time evening classes in industrial, agricultural and household art schools is restricted to persons under twenty-five years of age, shall not apply during the period of the present war or for one year thereafter, and during the said time such instruction may be given to persons not under twenty-five years of age. [Gen. Acts, 1918, c. 206, § 2.]

871B. Cities may establish schools in various branches of agriculture and horticulture.¹ — Any city may establish and maintain schools for instructing families and individuals by means of day, part-time or evening classes in gardening, fruit growing, floriculture, poultry keeping, animal husbandry, and other branches of

¹ In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

agriculture and horticulture. The location and organization of the said schools, and the instruction given therein shall be subject to the approval of the board of education. [*Gen. Acts, 1916, c. 185, § 1, as am. by Gen. Acts, 1918, c. 257, § 183.*]

TEXTILE SCHOOLS.

886A. Bradford Durfee Textile School to be transferred to the Commonwealth.¹ — The trustees of The Bradford Durfee Textile School of Fall River, incorporated under Acts, 1899, c. 299, are hereby authorized to transfer and convey to the commonwealth, as of the first day of July in the current year, all the property, both real and personal, of the said school by instrument duly recorded in the registry of deeds of the county of Bristol, Fall River district; and the commonwealth shall thereafter, in accordance with the conditions of section three of this act, maintain the said school for the purposes stated in the said act of incorporation and in any amendments thereof or additions thereto. [*Gen. Acts, 1918, c. 248, § 1.*]

886B. New Bedford Textile School to be transferred to the Commonwealth.¹ — The trustees of the New Bedford Textile School, incorporated under Acts, 1895, c. 475, are hereby authorized to transfer and convey to the commonwealth as of the first day of July in the current year, all the property, both real and personal, of the said school by instrument duly recorded in the registry of deeds of the county of Bristol, southern district; and the commonwealth shall thereafter, in accordance with the conditions of section three of this act, maintain the said school for the purpose stated in the said act of incorporation and in any amendments thereof or additions thereto. [*Gen. Acts, 1918, c. 246, § 1.*]

886C. Lowell Textile School to be transferred to the Commonwealth.¹ — The trustees of the Lowell Textile School, incorporated under Acts, 1895, c. 475, are hereby authorized to transfer and convey to the commonwealth, as of the first day of July in the current year, all the property, both real and personal, of the said school by instrument duly recorded in the registry of deeds of the county of Middlesex, northern district; and the commonwealth shall thereafter, in accordance with the conditions of section three of this act, maintain the said school for the purposes stated in the said act of incorporation and in any amendments thereof or additions thereto. [*Gen. Acts, 1918, c. 274, § 1.*]

AGRICULTURAL SCHOOLS.²

923A. Smith's Agricultural School in the city of Northampton. — The city of Northampton is hereby authorized through Smith's Agricultural School and Northampton School of Industries, heretofore established in and by the said city, to carry out the provisions of the will of Oliver Smith, late of Hatfield, relative to the establishment of Smith's Agricultural School, which provisions were duly accepted by vote of the town of Northampton passed October 30, 1847, and to appropriate money for the support and maintenance of the said school, which shall hereafter be called Smith's Agricultural School.

¹ For further provisions relative to the appointment of trustees and the expenditure of such sums as may be necessary to maintain the school, *see*, respectively, §§ 2 and 3 of the same act.

² In addition to the acts reprinted in this section, the following resolves should receive mention: A resolve providing for the appointment of a special commission to investigate all educational systems of the Commonwealth and specifically mentioning "textile, agricultural, and all other industrial and vocational schools" (Res., Chap. 83); a resolve providing for the maintenance of and improvements at the market field station at Lexington (Res., Chap. 56); and a resolve providing for certain improvements and equipment at the Massachusetts Agricultural College (Res., Chap. 69).

The city of Northampton shall annually at its city election elect by ballot, as provided in said will, three superintendents who shall have the powers of a local board of trustees as provided in Acts, 1911, c. 471, § 4. The election of superintendents heretofore made is ratified and confirmed.

In computing the net maintenance sum for the said school for purposes of state reimbursement under [Acts, 1911, c. 471, § 9, cl. 1], there shall be added to the sum raised by local taxation the sum annually received by the city of Northampton from the Smith charities and expended for the maintenance of the school. [*Sp. Acts, 1918, c. 151, §§ 1-3.*]

926E. County aid to agriculture. — (a) *Appointment of the trustees.* — In each county, except Suffolk and except counties maintaining vocational agricultural schools, the county commissioners shall, on or before October 1, 1918, appoint an unpaid board of nine trustees to be known as trustees for county aid to agriculture, three of whom shall serve for one year, three for two years, and three for three years from the first day of April in the current year, and thereafter, as the term of each trustee expires, or as a vacancy occurs, the county commissioners shall appoint a successor for a term of three years from the first day of April in the year of the appointment, or for the unexpired term. All of said trustees shall be residents of the county in which they are appointed, and four, so far as possible shall be taken from the directors, chosen as hereinafter provided, of such cities or towns as have appropriated funds toward carrying out the provisions of this act. Choice of the aforesaid directors shall be made in such towns at the annual town meeting at which the appropriation is made, or at the next succeeding annual meeting whenever the appropriation is made at a special meeting, and in such cities, by the mayor and aldermen, or body exercising similar powers, not later than fifteen days following the vote authorizing the appropriation. The said directors shall serve for such terms as the appointing authority in cities and the voters in towns shall determine. [*Gen. Acts, 1918, c. 273, § 1.*]

(b) *Appropriations for the purpose; co-operation with other departments.* — The trustees may on behalf of the county, receive and apply to the purposes of this act money appropriated therefor by any county, city or town, or by the federal government, and may control the expenditure thereof either solely or in conjunction with representatives or agents of the commonwealth or of the United States, or of any department, commission, board or institution created under the statutes of the commonwealth or under an act of congress. The trustees may enter into agreements, arrangements or undertakings with any such departments, commissions, boards and institutions, relative to extension work with adults and with boys and girls in agriculture, home-making and country life. [*Gen. Acts, 1918, c. 273, § 2.*]

(c) *Instructors to be appointed.* — The said trustees shall maintain one or more agents or instructors in agriculture, home-making and country life, who shall meet the residents of the county individually and in groups for the purpose of teaching and demonstrating better practice in agriculture and home-making, the benefits to be derived from co-operative efforts, better methods of marketing farm products and the organization of communities to build up country life. [*Gen. Acts, 1918, c. 273, § 3.*]

(d) *Budget of expenses and estimates to be prepared.* — The trustees shall annually prepare a budget, and submit the same to the county commissioners not later than the last Wednesday in December, containing a detailed estimate of all sums required by them for carrying out the purposes of this act during the ensuing year. The county commissioners shall include in their annual estimate of county expenses to be appro-

priated by the general court and raised by the annual county tax levy such sums as they may deem necessary to meet one half of the requirements of the trustees during said year: provided that county funds shall be paid to the said trustees to the extent only and upon their certificate that a like amount has been received by them from other sources, including funds received under the provisions of section two. [*Gen. Acts, 1918, c. 273, § 4.*]

(e) *Cities and towns may acquire land for purposes of demonstrations in agriculture and home-making.* — Any city or town may in the manner in which land may be acquired for school purposes, acquire, by purchase or otherwise, real estate for the purpose of carrying on, under the direction of the agents or instructors of said trustees, demonstration work in agriculture and home-making, and may, in the manner provided by law for making appropriations for municipal purposes, appropriate money to be expended by said trustees for the purposes of this act, or for the purpose of enabling the trustees to acquire necessary real estate, or for the support of demonstration work, under the direction of the agents or instructors or of the trustees, on land owned by the city or town or by any resident thereof. [*Gen. Acts, 1918, c. 273, § 5.*]

(f) *Act repealed.* — Acts, 1914, c. 707 is hereby repealed. [*Gen. Acts, 1918, c. 273, § 6.*]

926F. Time for report by special Commission on Agricultural Education extended. — *Resolved*, That the time within which the special commission, established by Res., 1916, c. 106, to investigate the subject of agricultural education, as conducted at the Massachusetts Agricultural College, and the development of the agricultural resources of the commonwealth is required to make its report be further extended to February 4, 1918. [*Res., 1918, c. 4.*]

926G. Massachusetts Agricultural College to become a State institution, maintained by the Commonwealth. — (a) *Dissolution of the former corporation.* — The Massachusetts Agricultural College, incorporated by Acts, 1863, c. 220 and acts in amendment thereof and in addition thereto, is hereby dissolved, and hereafter the college shall be maintained by the commonwealth as a state institution under the name of the Massachusetts Agricultural College. The commonwealth shall settle the affairs of the corporation, and shall be subject to its legal obligations and liable for its lawful debts. [*Gen. Acts, 1918, c. 262, § 1.*]

(b) *Appointment and tenure of office of trustees.* — The present trustees of the said corporation shall be the trustees of the state institution, and shall hold office as such until the expiration of the several terms for which they were appointed, unless sooner removed. The power of appointment of their successors and the power of removal of trustees shall be exercised by the governor with the advice and consent of the council. An appointment to fill a vacancy occurring prior to the expiration of the term of a trustee shall be for the unexpired part of the term, and all other appointments shall be for the term of seven years. The governor, the commissioner of education, the secretary of the state board of agriculture, and the president of the faculty of the college shall be, ex-officio, members of the board of trustees. The number of appointive trustees shall never exceed fourteen. [*Gen. Acts, 1918, c. 262, § 2.*]

(c) *Powers and duties of trustees.* — The powers and duties heretofore conferred and imposed upon the trustees of the Massachusetts Agricultural College, are hereby conferred and imposed upon the trustees of the state institution, the Massachusetts Agricultural College, who shall manage and administer any grant or devise of land, and any gift or bequest of money or other personal property, made to the common-

wealth for the use of said institution, and shall carry out said trusts, and shall invest the proceeds thereof in notes or bonds secured by good and sufficient mortgages or other securities. All property now held by the corporation, the Massachusetts Agricultural College, upon special trusts shall be managed and administered by said trustees in behalf of the commonwealth in accordance with the provisions of such special trusts. [*Gen. Acts, 1918, c. 262, § 3.*]

(d) *Receipts and expenditures.* — All expenditures for the maintenance of the institution shall be authorized by a majority of the trustees, or by a majority of a duly appointed committee of the trustees. Complete records and files of the pay rolls and bills shall be kept in the office of the treasurer. A complete accounting of all receipts and expenditures of the institution from all sources shall be made by the trustees to the governor annually. There shall be a complete audit of the accounts of the institution, including all receipts and expenditures, under the direction of the trustees at least twice a year, and also under the direction of the auditor of the commonwealth, whenever he may deem it proper. Monthly statements of receipts and expenditures shall be rendered by the treasurer to the auditor. The expenditure of special appropriations shall be under the direction and control of the trustees, and shall be accounted for in the same manner as appropriations for maintenance. [*Gen. Acts, 1918, c. 262, § 4.*]

(e) *All employees to be considered state employees.* — All employees of the institution shall be considered state employees, but shall not be subject to the civil service laws and regulations. [*Gen. Acts, 1918, c. 262, § 5.*]

(f) *All other laws affecting the college to remain in force.* — All acts and parts of acts which apply to the present Massachusetts Agricultural College shall continue in force and apply to the Massachusetts Agricultural College hereby created so far as they are not inconsistent with this act. [*Gen. Acts, 1918, c. 262, § 6.*]

MISCELLANEOUS.

933C. Articles produced by the blind to be purchased for public institutions. — Articles or supplies, other than the products of prison labor, required by any public institution in the commonwealth, shall be purchased by the superintendent or other officer in charge of the institution from the [commission for the blind],¹ provided that the commission has the same for sale, and that they were produced by persons under the supervision of the said commission or produced in industrial schools or workshops under the supervision of the commission. [*Gen. Acts, 1918, c. 141, § 1.*]

933E. Establishment of a division, as a department of the industrial accident board, for the training of cripples. — (a) *Cripples to be taught trades.* — There is hereby established, under the direction and control of the industrial accident board, a division for the training and instruction of persons whose capacity to earn a living has in any way been destroyed or impaired through industrial accident: *provided*, that at the time of the accident which incapacitated them they were residents of the commonwealth. The said board shall in its annual report to the general court describe in detail the work of the division, and may from time to time issue bulletins containing information relative thereto. [*Gen. Acts, 1918, c. 231, § 1.*]

(b) *Head of the division to be appointed; other administrative provisions.* — The

¹ Name changed. See *Gen. Acts, 1918, c. 266.*

head of the said division shall be appointed and his salary determined by the industrial accident board, subject to the approval of the governor and council, and he may be removed by the said board. The division shall be furnished with suitable quarters in the state house, and may expend for salaries and other necessary expenses such amount as shall annually be appropriated therefor by the general court. [*Gen. Acts, 1918, c. 231, § 2.*]

(c) *The division to co-operate with the board of education and the U. S. government in training such cripples.* — The said division shall aid persons who are incapacitated as described in section one in obtaining such education, training and employment as will tend to restore their capacity to earn a livelihood. The division may co-operate with the United States government, and in co-operation with the board of education may establish or maintain, or assist in establishing or maintaining, in schools or institutions supported wholly or in part by the commonwealth such courses as it may deem expedient, and otherwise may act in such manner as it may deem necessary to accomplish the purposes of this act. [*Gen. Acts, 1918, c. 231, § 3.*]

933F. Training and instruction of disabled sailors and soldiers. — (a) *Board of education to establish a division for the purpose.* — For the purpose of fitting for employment in the industries of the commonwealth, and of making self-supporting and independent of charitable aid soldiers and sailors who have been or may become disabled or diseased in the present war service of the United States or of its allies, and who are residents of the commonwealth at the time of their discharge, or within one year thereafter, and continue to be residents while receiving the benefits of this act, the board of education is hereby directed to establish a division for their training and instruction. [*Gen. Acts, 1918, c. 230, § 1.*]

(b) *Executive head and advisory board to be appointed.* — Said division shall consist of a qualified executive head, appointed by the board of education, and an advisory board. The advisory board shall consist of the commissioner of education, who shall be chairman, the surgeon general, the commissioner of health, the director of the bureau of statistics, the director of mental diseases, the chairman of the industrial accident board, and the supervisor of administration, ex officio, and nine other persons who shall be appointed by the governor, with the advice and consent of the council, and shall serve without compensation. The director of the bureau of statistics shall be the executive secretary of the board. [*Gen. Acts, 1918, c. 230, § 2.*]

(c) *State buildings may be transferred to the division by the governor.* — The governor, with the advice and consent of the council, is hereby authorized to transfer, either wholly or in part, to the board of education, for the use of said division, the use and custody of any state hospital, school or workshop, including its equipment and employees, or any other suitable resources of the commonwealth, for a period not exceeding the duration of the present war and two years after its termination as defined by federal authority. [*Gen. Acts, 1918, c. 230, § 3.*]

(d) *Board of education to provide facilities necessary.* — The board of education, acting through said division, is hereby empowered to make reasonable agreements for the use of available facilities for the purposes of this act, to provide such facilities where they are needed and to employ qualified persons to teach or supervise the soldiers and sailors seeking re-education or training under the provisions of this act. [*Gen. Acts, 1918, c. 230, § 4.*]

(e) *State buildings may be assigned to use of the U. S. government for such purposes.* — The governor, with the advice and consent of the council, may lease to, or permit to

be used by, the United States or any department, bureau or agency thereof, any state hospital, school, workshop and its premises and equipment, or any other suitable resources belonging to the commonwealth for the purpose of enabling the United States to carry on the re-education and rehabilitation in industry of any soldiers and sailors in the service of the United States or of its allies, and may assign to the United States or its agents any agreement or contract entered into by the board of education or by said division for carrying out the purposes of this act, upon such terms and conditions as will fully protect the commonwealth against expense. [*Gen. Acts, 1918, c. 230, § 5.*]

(f) *Appropriations therefor.* — To carry out the provisions of this act, there may be expended from the treasury of the commonwealth such amounts as shall annually be appropriated by the general court, but, during the present fiscal year, not more than ten thousand dollars. [*Gen. Acts, 1918, c. 230, § 6.*]

934B. Instruction of adult blind at their homes. — [The commission for the blind]¹ may provide for the instruction of the adult blind at their homes. The commission may expend annually for this purpose *seventy-five hundred dollars* and shall include with its other estimates of needed appropriations a detailed estimate of the proposed expenditures. [*Gen. Acts, 1916, c. 201, § 1, as am. by Gen. Acts, 1918, c. 55, § 1.*]

938A. Manual training and training in agriculture. — [Provision is made for changing the minimum period during which instruction in public schools shall be provided from 32 weeks to 160 days in each year, except in certain instances. Subjects prescribed include manual training and training in agriculture. See *Gen. Acts, 1918, c. 257, § 174.*]

10. TRADE UNIONS.

(See also under Labor Disputes below.)

945. Adoption and recording of labels. — A person may adopt a label, not previously owned or adopted by any other person, and file such label for record, by depositing two copies or facsimiles thereof in the office of the secretary of the commonwealth, one of which copies or facsimiles shall be attached by the secretary of the commonwealth to the certificate of record hereinafter referred to. The applicant shall file with the label a certificate specifying the name of the person so filing such label, his residence, situation or place of business, the kind of merchandise to which such label has been or is intended to be appropriated, and the length of time, if any, during which it has been in use. If such label has not been and is not intended to be used in connection with merchandise, the particular purpose or use for which it has been or is intended shall be stated in the certificate. Such certificate shall be accompanied by a written declaration, verified under oath by the person, or by a member of the firm or by an officer of the association, union or corporation, by which it is filed, that the party so filing such label has a right to use the same, and that no other person has the right to such use, either in the identical form or in any such near resemblance thereto as may be calculated to deceive, and that the copies or facsimiles filed therewith are true. The secretary of the commonwealth shall issue to the person depositing such label a certificate of record, under the seal of the commonwealth, and the secretary shall cause the certificate to be recorded in his office. Such certificate of record,

¹ Name changed. See *Gen. Acts, 1918, c. 266.*

or a certified copy of its record in the office of the secretary of the commonwealth, shall in all suits and prosecutions under the provisions of this [section and R. L., c. 72, §§ 8-14, inclusive], be sufficient proof of the recording of such label and of the existence of the person named in the certificate. The fee for filing the certificate and declaration and issuing the certificate of record shall be two dollars. No label shall be recorded which could reasonably be mistaken for a label already on record. *If a label duly recorded as aforesaid is assigned by an instrument in writing under seal, such assignment may be recorded. Upon the filing of an assignment the secretary of the commonwealth shall issue to the assignee a certificate of registration. The fee for filing the assignment and issuing the certificate of registration shall be two dollars.*¹ [R. L., c. 72, § 7, as am. by Gen. Acts, 1918, c. 257, § 279.]

11. LABOR DISPUTES.

STRIKES AND LOCKOUTS.

973. Determination of the normality of business after a strike.² — The provisions of this act shall cease to be operative when the state board of conciliation and arbitration shall determine that the business of the employer, in respect to which the strike or other labor trouble occurred, is being carried on in the normal and usual manner and to the normal and usual extent. Upon the application of the employer, this question shall be determined by said board, but only after a full hearing at which all persons involved shall be entitled to be heard and be represented by counsel. The board shall give at least three days' notice of the hearing to the strikers and employees by publication in at least three daily newspapers published in the commonwealth, and by mailing a copy of said notice, postage prepaid, to the employers and to the accredited representatives of the strikers or workmen interested, when their addresses are known; and in every case the secretary of the board of conciliation and arbitration shall make every reasonable and diligent effort to give notice to said strikers or interested workmen. [Acts, 1910, c. 445, as am. by Acts, 1914, c. 347, § 5, by Gen. Acts, 1916, c. 89, and by Gen. Acts, 1918, c. 251.]

12. LICENSED OCCUPATIONS.³

HAWKERS AND PEDLERS.⁴

984. Hawkers and pedlers defined.¹ — *Except as hereinafter expressly provided, the terms "hawker" and "pedler" as used in this chapter shall mean and include any person, either principal or agent, who goes from town to town or from place to place in the same town selling or bartering, or carrying for sale or barter or exposing therefor any goods, wares or merchandise, either on foot, on or from a horse or other animal, or in or from a wagon or other vehicle. Hawkers and pedlers selling or bartering, or carrying for sale or barter or exposing therefor any goods, wares or merchandise,*

¹ In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

² Has reference to advertisements and solicitations for employees during strikes, lockouts, or other labor disputes.

³ For licensing of minors, see under Women and Children.

⁴ By Gen. Acts, 1918, c. 218, § 1, the name of the commissioner of weights and measures, who is in charge of the licensing of hawkers and pedlers, was changed to the Commissioner of Standards.

except as permitted by this chapter, shall forfeit not more than \$200 for each offence, to be equally divided between the commonwealth and the city or town in which the offence is committed.

13a. The provisions of this chapter relating to hawkers and pedlers shall not apply to wholesalers or jobbers having a permanent place of business in this commonwealth and selling to dealers only, nor to commercial agents or other persons selling by sample, lists, catalogues or otherwise for future delivery, nor to any person who peddles only fish obtained by his own labor or that of his family, fruits, vegetables or other farm products raised or produced by himself or his family, nor to persons or organizations selling certain articles for charitable purposes under Gen. Acts, 1916, c. 188. [R. L., c. 65, § 13, as am. by Gen. Acts, 1916, c. 242, § 1, and by Gen. Acts, 1918, c. 257, § 260.]

984A. Transient vendors distinguished by definition from hawkers and pedlers.¹ — The term "*transient vendor*" for the purposes of this chapter shall mean and include any person, either principal or agent, who engages in a temporary or transient business in this commonwealth, either in one locality or in traveling from place to place selling goods, wares or merchandise, and who, for the purpose of carrying on such business, hires, leases or occupies a *tent, booth, building or structure other than a vehicle*, for the exhibition and sale of such goods, wares or merchandise. [R. L., c. 65, § 1, as am. by Gen. Acts, 1918, c. 257, § 257.]

984B. Cities and towns may license transient vendors.¹ — Every *transient vendor*, before making any sales of goods, wares or merchandise in a city or town, shall make application to the mayor and aldermen or selectmen or other board authorized to issue such licenses and, *unless the fee therefor is fixed as hereinafter provided*, shall file with them a true statement, under oath, of the average quantity and value of the stock of goods, wares and merchandise kept or intended to be kept or exposed by him for sale. *Said board* shall submit such statement to the assessors of the city or town, who, *after such examination and inquiry as they deem necessary*, shall determine such average quantity and value, and shall forthwith transmit a certificate thereof to *said board*. *Thereupon the board* shall authorize the city or town clerk, upon the payment by the applicant of a fee equal to the taxes assessable in said city or town under the last preceding tax levy therein upon an amount of property of the same valuation, to issue to him a license authorizing the sale of such goods, wares and merchandise within the city or town. *They may, however, authorize the issue of such license without the filing of said statement as aforesaid, upon the payment of a license fee fixed by them. Upon payment of such fee, said city or town clerk shall thereupon issue such license, which shall remain in force so long as the licensee shall continuously keep and expose for sale in such city or town such stock of goods, wares or merchandise, but not later than the first day of April following its date. Upon such payment and proof of the payment of all other license fees, if any, chargeable upon local sales, such city or town clerk shall record the state license of such vendor in full, shall endorse thereon "local license fees paid" and shall affix thereto his official signature and the date of such endorsement.* [R. L., c. 65, §§ 5 and 6, as am. by Gen. Acts, 1918, c. 257, § 258.]

984C. Licenses upon expiration to be surrendered, etc.¹ — Upon the expiration and return, or surrender *before expiration*, of each state license, the *commissioner of standards* shall cancel the same, endorse the date of *return or surrender* thereon, and place the same on file. *If a license is lost he may accept in lieu of the return or surrender thereof an affidavit to that effect, which shall be endorsed and filed like a cancelled license.*

¹ In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

He shall hold the special deposit of the licensee for sixty days *after the return or surrender of the license or the filing of such affidavit* and, after satisfying all claims made upon the same under the provisions of the following section *and acts in amendment thereof and in addition thereto*, shall return the surplus, *if any*, to said licensee; *or if said licensee has given a bond in lieu of said deposit, the commissioner shall, after said sixty days and after all claims made under the following section and acts in amendment thereof and in addition thereto have been satisfied or settled, cancel said bond and notify said licensee and the surety or sureties on said bond.* [R. L., c. 65, § 11, as last am. by Gen. Acts, 1917, c. 237, § 3, and by Gen. Acts, 1918, c. 257, § 259.]

986. Certain articles may be sold by hawkers and pedlers without a license.¹

—Hawkers and pedlers may sell without a license books, newspapers, pamphlets, fuel, provisions, yeast, ice, live animals, brooms, agricultural implements, hand tools used in making boots and shoes, gas or electric fixtures and appliances, flowering plants, all flowers, fruits, nuts and berries *that are uncultivated, fish obtained by their own labor or that of their families*, and also fruit, agricultural and other products raised or produced by them or their families; provided, that such sales are not made in violation of any city or town ordinance or by-law . . . [R. L., c. 65, § 15, as last am. by Gen. Acts, 1916, c. 48, by Gen. Acts, 1916, c. 242, § 3, and by Gen. Acts, 1918, c. 257, § 261.]

987. Cities and towns may license hawkers and pedlers.¹ — . . . Cities and towns may by ordinance or by-law, not inconsistent with the provisions of this chapter, regulate the sale or barter, and the carrying for sale *or barter or exposing therefor*, by hawkers and pedlers, of said articles without the payment of any fee; *may in like manner require hawkers and pedlers of fish, fruit and vegetables to be licensed, provided, that the license fee does not exceed that prescribed by section nineteen of this chapter, and acts in amendment thereof and in addition thereto*, for a license embracing the same territorial limits; and also may in like manner affix penalties for the violation of such regulations, ordinances and by-laws. A hawker and pedler of fish, fruit and vegetables, *licensed under this section, need not be licensed under said section nineteen, and amendments.* [R. L., c. 65, § 15, as last am. by Gen. Acts, 1916, c. 48, by Gen. Acts, 1916, c. 242, § 3, and by Gen. Acts, 1918, c. 257, § 261.]

987A. Keepers of junk shops may be licensed; law amended.² — Cities and towns *by ordinance or by by-law* may provide for the licensing by the mayor and aldermen of cities, except Boston, and in Boston by the police commissioner, and in towns *by the board of selectmen*, of suitable persons to be collectors of, dealers in, or keepers of shops for the purpose, sale, or barter of junk, old metals or second-hand articles, *may make rules and regulations relative to their business and may provide for the supervision thereof. Said licensing board or officer may except as otherwise provided in such ordinance or by-law, make additional rules, regulations and restrictions.* Said licenses may be revoked at pleasure and shall be subject to the provisions of §§ 186-189, inclusive, of this chapter. *Nothing herein contained shall alter or repeal any existing ordinances, by-laws, rules, or regulations heretofore adopted in any city or town.* [R. L., c. 102, § 29, as last am. by Acts, 1910, c. 554, § 1, by Gen. Acts, 1917, c. 130, and by Gen. Acts, 1918, c. 291, § 18.]

988. Hawkiers and pedlers must be licensed.¹ — Articles other than those *the sale of which is licensed, or permitted without a license, under the* [two preceding para-

¹ In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

² For further definition of the term "junk dealer", and penalties for violation of the license law, see Gen. Acts, 1918, c. 291, §§ 19 and 20.

graphs], and not prohibited by [R. L., c. 65, § 14], shall not be sold by hawkers or peddlers unless duly licensed as hereinafter provided. [R. L., c. 65, § 16, *as last am. by Gen. Acts, 1918, c. 257, § 262.*]

989. Special licenses may be granted.¹ — *The commissioner of standards may grant a license to go about carrying for sale or barter, exposing therefor and selling or bartering any goods, wares or merchandise, the sale of which is not prohibited by [R. L., c. 65, § 14], to any person who files in his office a certificate signed by the mayor of a city or by a majority of the selectmen of a town, stating that to the best of his or their knowledge and belief the applicant therein named is of good repute as to morals and integrity, and is, or has declared his intention to become, a citizen of the United States. The mayor or selectmen, before granting such certificate, shall require the applicant to make oath that he is the person named therein, and that he is, or has declared his intention to become, a citizen of the United States. The oath shall be certified by a justice of the peace or other officer duly qualified to administer oaths and shall accompany the certificate. The commissioner shall cause to be inserted in every such license the amount of the license fee and the name of the city or town for which it is issued. . . . [R. L., c. 65, § 19, as last am. by Gen. Acts, 1915, c. 253, § 1, by Gen. Acts, 1916, c. 242, § 6, and by Gen. Acts, 1918, c. 257, § 265.]*

990. Fees for licenses.¹ — . . . The licensee may go about carrying for sale or barter, exposing therefor and selling or bartering in any city and town mentioned in his license any fish, fruits, vegetables or other goods, wares or merchandise, not prohibited in [R. L., c. 65, § 14], upon payment to the commissioner of the following fees: for each town containing not more than one thousand inhabitants, according to the then latest census, state or national, four dollars; for each town containing more than one thousand and not more than two thousand inhabitants, seven dollars; for each town containing more than two thousand and not more than three thousand inhabitants, nine dollars; for each town containing more than three thousand and not more than four thousand inhabitants, eleven dollars; and for each city and for all other towns, eleven dollars, and one dollar for every one thousand inhabitants thereof over four thousand; but the fee shall in no case exceed twenty-six dollars, and the amount paid shall be certified on the face of the license. The commissioner shall retain one dollar for every city and town named in each of the above described licenses, and shall pay over to the respective cities and towns at least semi-annually the balance of said fees so received. The commissioner may grant, as aforesaid, special state licenses upon payment by the applicant of fifty dollars for each license; and the licensee may go about carrying for sale or barter, exposing therefor and selling or bartering in any city or town in the commonwealth any fish, fruits, vegetables, or other goods, wares or merchandise, the sale of which is not prohibited by statute. [R. L., c. 65, § 19, *as last am. by Gen. Acts, 1915, c. 253, § 1, by Gen. Acts, 1916, c. 242, § 6, and by Gen. Acts, 1918, c. 257, § 265.*]

991. Special county licenses.¹ — *The commissioner of standards may also grant as aforesaid special county licenses for each county mentioned therein; and the licensee may go about carrying for sale or barter, exposing therefor and selling or bartering within such county any goods, wares or merchandise manufactured by himself or by his employer and not prohibited in [R. L., c. 65, § 14], upon paying to the commissioner the amounts following: for Suffolk, Essex, Middlesex and Worcester, each, five dollars; for Norfolk, Plymouth, Bristol, Berkshire and Hampden, each, four dol-*

¹ To take effect, as amended, February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

lars; for Franklin, Hampshire and Barnstable, each, three dollars; and for Dukes County and Nantucket, each, two dollars. The license shall describe the manufactured article or articles to be sold or bartered under it and shall not authorize the sale or barter of any other article by the licensee. The commissioner shall retain one dollar for every county named in each of the above described licenses, and shall pay over to the treasurers of the respective counties at least semi-annually the balance of said fees so received. [*R. L., c. 65, § 20, as am. by Gen. Acts, 1915, c. 253, § 2, by Gen. Acts, 1916, c. 242, § 7, and by Gen. Acts, 1918, c. 257, § 266.*]

994. Records of licenses.¹ — *The commissioner of standards shall keep a record of all licenses granted by him, with the number of each, the name and residence of the licensee, and the counties, cities and towns, if any, mentioned therein, and of all transfers of licenses; and all such records shall be open to public inspection. This chapter or a synopsis thereof shall be printed on every license. All licenses granted under the provisions of this chapter relative to hawkers and pedlers shall bear date of the day on which they are issued, and shall continue in force for one year from that date. [R. L., c. 65, § 23, as am. by Gen. Acts, 1915, c. 253, § 4, by Gen. Acts, 1916, c. 242, § 8, and by Gen. Acts, 1918, c. 257, § 267.]*

998. Counterfeiting of license.¹ — *Whoever counterfeits or forges a license, or has a counterfeited or forged license in his possession with intent to utter or use the same as true, knowing it to be false or counterfeit, and whoever attempts to sell under a license which has expired or has been revoked or cancelled, or which has not been issued or transferred to him, or has in his possession another's license with intent to use the same, shall be punished by a fine not exceeding \$1,000. [R. L., c. 65, § 27, as am. by Gen. Acts, 1916, c. 242, § 12, and by Gen. Acts, 1918, c. 257, § 268.]*

ELECTRICIANS.

1085C. Forms of licenses.¹ — (1) Two forms of licenses shall be issued: — The first, hereinafter referred to as "certificate A", shall be known as "master electrician's certificate", the second, hereinafter referred to as "certificate B", shall be known as a "journeyman electrician's certificate."

A "master's certificate" shall be issued to any person, firm or corporation engaged in or about to engage in the business of installing electrical wires, conduits, apparatus, fixtures and other electrical appliances, that shall have qualified under the provisions of this act. A certificate of registration shall be issued specifying the name of the person, firm or corporation so applying, and the name of the person, *who, in the case of a firm shall be one of its members, and in the case of a corporation, shall be one of its officers*, passing said examination, by which he or it shall be authorized to enter upon or engage in business as set forth therein.

The holding of "certificate A" shall not entitle the holder individually to engage in or perform the actual work of installing electric wires, conduits and appliances as previously described in this act, but shall entitle him to conduct business as an employing or master electrician. [*Gen. Acts, 1915, c. 296, § 3, ¶ (1), as am. by Gen. Acts, 1918, c. 257, § 342.*]

1085I. Penalty for misstatements by applicant.¹ — Any person applying for a journeyman's license who makes any misstatement as to his experience or other qualifications, or any person, firm or corporation subscribing to or vouching for any

¹ In effect, as amended, February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

such misstatement, shall be liable to the penalties set forth in section *five* of this act. [*Gen. Acts, 1915, c. 296, § 9, as am. by Gen. Acts, 1918, c. 257, § 343.*]

1085L. Electricians' certificates held by men in military and naval service may be renewed. — Any master electrician's certificate or journeyman electrician's certificate granted under the provisions of *Gen. Acts, 1915, c. 296* and expiring while the holder thereof is in the military or naval service of the United States shall be renewed without further examination upon the payment of the fee prescribed in said chapter at any time within four months after the discharge of such person from the service. [*Gen. Acts, 1918, c. 213, § 1.*]

OTHER LICENSED OCCUPATIONS.

[In addition to the acts relative to the licensing of hawkers and pedlers, transient vendors and electricians, the text of which appears in preceding paragraphs, two acts, the one amending an earlier act providing for the licensing of insurance agents (*Gen. Acts, Chap. 71*), and the other providing for the licensing of lodging house keepers (*Gen. Acts, Chap. 259*), were passed during the legislative session in 1918, but the text of these acts is not reprinted in this bulletin. The text of an act relative to the payment of fees for certified statements issued by the various boards of registration or examination (*Gen. Acts, Chap. 217*) has also been omitted.

In this connection it should be noted that in prior bulletins on the subject of labor legislation the text of the acts relative to the licensing of auctioneers and the registration of physicians, osteopaths, dentists, chiropodists, pharmacists, and others whose compensation is paid principally in the form of fees has not been included.]

13. PUBLIC EMPLOYMENT.¹

CIVIL SERVICE LAW.

1092. Lists of names of successful applicants to be prepared.² — When the results of an examination have been ascertained, the commissioners shall prepare a list of the applicants who have passed the examination, with the standing of each; and, within five days after certification of persons for appointment or employment, they shall prepare a list of the persons so certified, which shall be open to public inspection. [*R. L., c. 19, § 15, as am. by Gen. Acts, 1918, c. 257, § 92.*]

1097. Penalty for unlawful employment of non-citizen.² — Whenever it shall appear that any appointing officer has had due notice of unlawful employment of a non-citizen and that the said appointing officer has continued such employment for ten days after such notice, he shall be subject to a fine of not less than *one hundred* nor more than *one thousand* dollars for each offence. [*Acts, 1914, c. 600, § 5, as am. by Gen. Acts, 1918, c. 257, § 94.*]

1102Q. Treasurers and stewards in state institutions to be certified in a special manner. — Appointments of treasurers and stewards in the institutional service of the commonwealth shall not hereafter be made from a civil service list established by examination. Whenever a vacancy occurs in the office of treasurer or steward at any institution the appointing authority shall certify to the civil service commission the name of a person believed to be competent by reason of training and experience

¹ See also under Workmen's Compensation and Pension Systems.

² In effect February 1, 1919. See *Gen. Acts, 1918, c. 257, § 478.*

to fill the vacancy, and shall furnish the commission with such information concerning the proposed appointee as the commission may require. The commission shall immediately make a careful inquiry into the qualifications of the proposed appointee under such rules as it may, with the approval of the governor and council, establish, and if it is satisfied that he is a competent person, with the requisite qualifications, it shall notify the appointing authority that the appointment is approved, and upon receipt of such notice the appointment shall take effect, subject to the provisions of law relating to the filing of bonds by the treasurers of institutions. If the commission does not, within thirty days after the appointee is certified to it, notify the appointing authority of its approval, the appointment shall be void. [*Gen. Acts, 1918, c. 239.*]

1102R. Chief of the Springfield fire department to be under civil service. — The chief of the fire department of the city of Springfield shall hereafter be subject to the civil service laws and the regulations made thereunder.

This act shall take effect upon its acceptance by a majority of the voters of the city of Springfield voting thereon at the state election in the current year. [*Sp. Acts, 1918, c. 34, §§ 1, 2.*]

1102S. Chicopee superintendent of streets to be under civil service. — The civil service laws and regulations shall apply to the superintendent of streets of the city of Chicopee, but no examination shall be required of the present incumbent.

This act shall be submitted to the qualified voters of said city at the next municipal election and shall take effect upon its acceptance by a majority of the voters voting thereon. [*Sp. Acts, 1918, c. 38, §§ 1, 2.*]

1102T. Chief and certain other engineers of the Brockton fire department to be under civil service. — The civil service laws and regulations, and all acts now or hereafter in force relating to the appointment and the removal of members of the Brockton fire department, not inconsistent herewith, shall apply to the chief engineer, and to the first and second assistant engineers of said department, but no examination shall be required of the present incumbents.

This act shall be submitted to the voters of said city at the municipal election for the current year, and if accepted by a majority of the voters voting thereon shall thereupon take effect; otherwise it shall not take effect. [*Sp. Acts, 1918, c. 59, §§ 1, 2.*]

1102U. Wareham chief of police to be under civil service. — The chief of police of the town of Wareham shall be subject to the civil service laws and to the regulations made thereunder, but no examination shall be required of the present holder of the office. [*Sp. Acts, 1918, c. 99, § 1.*]

1102V. Hudson chief of police to be under civil service. — The civil service laws and the regulations made thereunder relating to the appointment and removal of police officers, shall hereafter apply to the chief of police of the town of Hudson; but no examination shall be required of the present holder of the office.

Any vacancy hereafter existing in the office aforesaid shall be filled by the selectmen, subject to the civil service laws, and the regulations made thereunder. [*Sp. Acts, 1918, c. 107, §§ 1, 2.*]

1102W. Hudson fire chief to be under civil service. — There is hereby established the office of chief of the fire department of the town of Hudson, to which office the civil service laws and the regulations made thereunder relative to members of the permanent fire forces in towns shall apply. The present chief of the fire engineers in said town may be appointed to said office without civil service examination.

The first appointment to the office hereby established shall be made by the select-

men of the town. Any vacancy hereafter existing therein shall be filled by the engineers of the fire department of the town in accordance with the provisions of section one. [*Sp. Acts, 1918, c. 108, §§ 1 and 2.*]

1102X. Springfield building commissioner to be under civil service. — The building commissioner of the city of Springfield shall hereafter be subject to and shall have the benefit of the civil service laws and the rules and regulations made thereunder; but the present holder of the office shall not be required to pass any examination.

This act shall take effect upon its acceptance by the city council of the said city with the approval of the mayor. [*Sp. Acts, 1918, c. 116, §§ 1, 2.*]

1102Y. Tenure of office of Somerville city clerk. — The city clerk of Somerville, and his successors in office, shall hold office continuously during good behavior unless incapacitated by physical or mental disability from performing the duties of the office: *provided, however*, that the board of aldermen may, subject to the provisions of law governing the removal of civil service employees, remove any incumbent of said office.

This act shall take effect upon its acceptance by the board of aldermen of the city of Somerville with the approval of the mayor, provided that such acceptance and approval occur before January 1, 1919. [*Sp. Acts, 1918, c. 127, §§ 1, 2.*]

1102Z. Watertown school attendance officer to be under civil service. — The civil service laws and the rules and regulations made thereunder shall apply to the attendance officer of the public schools of Watertown.

This act shall be submitted to the voters of said town at the next municipal election, and if accepted by a majority of the voters voting thereon shall thereupon take effect, but not otherwise. [*Sp. Acts, 1918, c. 156, §§ 1, 2.*]

1111. Removals, etc., in the classified service. — Every person holding office or employment in the public service of the commonwealth, or in any county, city or town thereof, classified under the civil service rules of the commonwealth, *except as is otherwise provided herein*,¹ shall hold such office or employment and shall not be removed therefrom, lowered in rank or compensation or suspended, or without his consent, transferred from such office or employment to any other except for just cause, and for reasons specifically given *him* in writing *within twenty-four hours after such removal, suspension, transfer or lowering in rank or compensation*. . . . [*Acts, 1904, c. 314, § 1, as am. by Gen. Acts, 1918, c. 247, § 1.*]

1112. Notice to be given, etc. — . . . *If, within three days thereafter*, the person sought to be removed, suspended, lowered or transferred shall so request in writing, he shall be given a public hearing *in not less than three nor more than fourteen days after the filing of the request, by the officer or board whose action affected him, as aforesaid*, and he shall be allowed to answer the charges preferred against him, either personally or by counsel, *and shall be notified, in writing, within three days after the hearing, of the decision of such officer or board*. *In default of such hearing, said person shall forthwith be reinstated*. A copy of *said reasons, notice, answer, and decision* shall be made a matter of public record *in the department*. [*Acts, 1904, c. 314, § 2, as last am. by Gen. Acts, 1918, c. 247, § 1.*]

1113. Removals, etc., in the classified service. — Every person holding office or employment in the classified civil service, except members of the district police and of the police department of the metropolitan park commission, whether appointed

¹ For Gen. Acts, 1918, c. 247, §§ 2 and 3, see ¶ 1115.

for a definite or stated term, or otherwise, who is removed therefrom, lowered in rank or compensation, or suspended, or, without his consent, transferred from such *position* to any other, may, after a public hearing, as provided for by Acts, 1904, c. 314, § 2, as amended by Acts, 1905, c. 243, and within thirty days after *his removal, suspension, lowering or transfer*, bring a petition in the police, district or municipal court of the judicial district wherein he resides, praying that *the order whereby he was removed, suspended, lowered or transferred* may be reviewed by the court. After such notice to the officer or board which made the order as the court may think necessary, it shall review the action of said officer or board, and hear any witnesses, and shall affirm the order unless it shall appear that it was made by said officer or board without proper cause or in bad faith, in which case the order shall be reversed and the petitioner reinstated in his *position*. The decision of the police, district or municipal court shall be final and conclusive upon the parties.¹ [Acts, 1911, c. 624, § 1, repealed by Gen. Acts, 1918, c. 247, § 4, and re-enacted in new form as Gen. Acts, 1918, c. 257, § 93.]

1114A. Metropolitan park commission may employ certain reserve police officers. — The metropolitan park commission is authorized to appoint and employ as a call officer for temporary police duty on reservations and parkways under its control, any member of the reserve police force of any city or town within the metropolitan parks district, or any person on the civil service list of *eligibles* for appointment to any such reserve police force or to the *permanent police force of any such city or town*, provided that the assent of the chief of police of the city or town shall first be obtained for the employment of any member of its reserve police force as herein provided. Employment by the said commission of any such reserve police officer shall not prevent his employment by the city or town in which he resides whenever his services may be required by its chief of police. [Gen. Acts, 1916, c. 56, § 1, as am. by Gen. Acts, 1918, c. 82, § 1.]

1114C. Commissioner of standards² may appoint more inspectors. — The commissioner may appoint seven inspectors at an annual salary each of not more than fifteen hundred dollars. They shall give bonds for the faithful performance of their duties.

This act shall not be construed to affect the tenure of any inspector of weights and measures. [Gen. Acts, 1918, c. 218, §§ 2, 3.]

1115. Removals and suspensions of police officers.³ — Every police officer now holding or hereafter appointed to an office classified under the civil service rules of the commonwealth, in any city, and whether appointed for a definite or stated term, or otherwise, shall hold such office continuously during good behavior, and shall not be removed therefrom, lowered in rank or compensation, or suspended, or, without his consent, transferred from such office or employment to any other, except for just cause and for reasons specifically given in writing by the removing officer or board *within twenty-four hours after such removal, suspension, transfer or lowering in rank or compensation, and every police officer sought to be so removed, lowered in rank or compensation, suspended or transferred, shall be entitled to a public hearing, the same in all respects*

¹ To take effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

² Name changed from "Commissioner of Weights and Measures" to "Commissioner of Standards" by Gen. Acts, 1918, c. 218, § 1.

³ See also Gen. Acts, 1918, c. 247, § 1, [paragraphs 1111 and 1112]. For an act authorizing the Governor to increase temporarily the force of the district police for the more effective protection of persons and property and maintenance of law and order within the commonwealth, see Gen. Acts, 1918, c. 37.

as provided in section one of this act, including notice of decision, reinstatement and record of proceedings. [Acts, 1906, c. 210, § 1, re-enacted as Gen. Acts, 1918, c. 247, § 2.]

Within thirty days after the hearing, provided for in this act the person so removed, transferred or lowered in rank or compensation, or suspended, except members of the police department of the city of Boston, of the police department of the metropolitan park commission and except members of the district police, may bring a petition in the police, district or municipal court within the judicial district where such person resides, addressed to the justice of the court, praying that the action of the officer or board may be reviewed by the court, and after such notice to such officer or board as the court may think necessary, it shall review such action, hear the witnesses, and shall affirm said order unless it shall appear that it was made without proper cause or in bad faith, in which case said order shall be reversed and the petitioner be reinstated in his office without loss of compensation. The decision of the court shall be final and conclusive upon the parties. [Gen. Acts, 1918, c. 247, § 3.]

Acts, 1904, c. 314, as amended by Acts, 1905, c. 243, Acts, 1906, c. 210, Acts, 1911, c. 624, as amended by Acts, 1915, c. 251, are hereby repealed. [Gen. Acts, 1918, c. 247, § 4.]

1116. District police affected. — Acts, 1906, c. 210, § 1, as since amended, was repealed by Gen. Acts, 1918, c. 247, § 4, but was re-enacted in new form as found in paragraph 1115.

1117. To whom applied. — Acts, 1906, c. 210, § 2 was repealed by Gen. Acts, 1918, c. 247, § 4, but see paragraphs 1111, 1113 and 1115.

1123A. All appointive offices and positions to be classified, and promotion therein regulated. — (a) *Classification to be by groups and grades.* — All appointive offices and positions in the government of the commonwealth, except those in the judicial and legislative branches, shall be classified by the supervisor of administration, subject to the approval of the governor and council, in services, groups and grades according to the duties pertaining to each office or position. Such classification shall be established by specifications defining for each grade the titles, duties and responsibilities, and minimum qualifications for entrance and promotion. The titles so designated shall be the official title of positions included therein, and shall be set forth on all pay rolls. The term "group" as used in this act and in said classification shall be construed to include positions in a separate profession, vocation, occupation or trade involving a distinctive line of work which requires special education, training or experience. The term "grade" shall be construed to mean a subdivision of a group, and to include all positions with substantially identical authority, duties and responsibility as distinct from all other grades in that group. The term "advancement" shall be construed to mean an increase from one salary rate to another salary rate within a grade. The term "promotion" shall be construed to mean a change from the duties of one grade to the duties of a higher grade, and shall involve a change in salary to the rates of the higher grade. [Gen. Acts, 1918, c. 228, § 1.]

(b) *Supervisor of administration to make rules and regulations.* — The supervisor of administration shall have authority to make rules and regulations, subject to the approval of the governor and council, providing for the application and administration of the classification and the specifications established under the provisions of this act. [Gen. Acts, 1918, c. 228, § 2.]

(c) *Method of increasing salaries provided.* — No salary attached to an office or position classified in accordance with the provisions of this act shall be increased by

a department head unless an appropriation sufficient to cover such increase has been granted by the general court in pursuance of a specific recommendation in the estimates filed as required by law. No increase in salary granted in accordance with Gen. Acts, 1916, c. 2, shall take effect prior to June first of the year when it is approved as therein provided. [*Gen. Acts, 1918, c. 228, § 3.*]

(d) *Duties to be prescribed for the respective grades.* — Incumbents of positions classified in accordance with the provisions of this act shall perform, so far as is practicable, the duties prescribed for the respective grades, but nothing in this act shall be construed to limit or restrict administrative authorities in exercising supervision of, or control over, or in assigning related, incidental or emergency duties to, their employees. [*Gen. Acts, 1918, c. 228, § 4.*]

(e) *Certain words defined.* — For the purposes of the classification authorized by this act the words laborers, workmen and mechanics shall have the same meaning as in Acts, 1911, c. 494, and the amendments thereof, and nothing contained herein shall be construed as placing employees of the commonwealth outside the civil service laws, rules and regulations, nor shall the classification aforesaid take precedence over any rulings of the board of boiler rules, of the boiler inspection department of the district police, or of the state examiners of electricians at present in force, regarding the construction, care and operation of boilers, engines and other apparatus which may be under the charge of such laborers, workmen and mechanics. [*Gen. Acts, 1918, c. 228, § 5.*]

(f) *Certain acts governing increase of salaries not affected; appeal allowed.* — This act shall not effect a reduction in any salary rate, including the increase allowed under Gen. Acts, 1917, c. 323, paid as of January 1, 1918, and any present employee mentioned in Acts, 1914, c. 554, who was in the service under said chapter prior to July 1, 1917, and who did not receive the benefits provided by said chapter 323, shall be entitled to the said benefits, and such salary rate shall obtain until advancement or promotion is warranted by the terms of the classification and by law. Any employee of the commonwealth objecting to any provision of the classification affecting his position may appeal in writing to the supervisor of administration, and shall be entitled to a hearing upon such appeal. The supervisor shall report with such recommendations as he may deem expedient to the governor and council. [*Gen. Acts, 1918, c. 228, § 6.*]

(g) *Certain other acts not affected.* — This act shall not be construed as affecting the application or operation of Acts, 1909, c. 514, §§ 20 and 21, of Acts, 1911, c. 494, of Acts, 1912, c. 528, of Acts, 1914, cc. 600 and 688, of Gen. Acts, 1915, cc. 259 and 288, or of acts in amendment thereof. [*Gen. Acts, 1918, c. 228, § 7.*]

1132A. Employees of the Boston transit commission may be transferred. — *Engineers, draftsmen, laborers and all other employees who were in the employ of the Boston transit commission on January 1, 1918, may, if citizens of the United States, be transferred to the employ of any city or town in the metropolitan district without examination, and notwithstanding any restriction in the civil service laws or regulations applicable to such transfers, provided that a request to such effect be made by the head of a department in any such city, with the approval of the mayor, or by the chairman of the board of selectmen in any such town.* [*Gen. Acts, 1917, c. 86, as amended by Gen. Acts, 1918, c. 24.*]

1137. Persons in charge of steam boilers, etc., in the service of the commonwealth to be within the civil service.¹ — The civil service commissioners

¹ In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

shall prepare rules which shall take effect when approved by the governor and council in the manner provided by law, for including within the classified civil service all persons having charge of steam boilers, heating, lighting and power plants maintained by the commonwealth. [*Acts, 1914, c. 486, § 1, as am. by Gen. Acts, 1918, c. 257, § 91.*]

1141A. Sergeant-at-arms may employ additional watchmen. — The sergeant-at-arms is hereby authorized to employ, during the continuance of the present war and for one year thereafter, six persons as assistant watchmen at the state house in addition to those already authorized, who shall receive an annual salary of eleven hundred dollars each. [*Gen. Acts, 1918, c. 84, § 1.*]

1143A. Chiefs of police in cities and towns to be under civil service. — The provisions of R. L., c. 19, entitled "Of the Civil Service", and all acts in amendment thereof and in addition thereto, and the civil service rules made thereunder, and all acts now or hereafter in force relating to the appointment and removal of police officers, shall apply to the superintendent, chief of police or city marshal in all cities except Boston, and in all towns that have accepted, or may hereafter accept, the provisions of [R. L., c. 19, § 37] *as applied to the police force thereof.* [*Acts, 1911, c. 468, § 1, as am. by Gen. Acts, 1918, c. 291, § 22.*]

1147A. Question of promotion of call men in Marlborough to be submitted to voters. — There shall be submitted to the voters of the city of Marlborough at the next state election the following question to be placed on the official ballot: — Shall Acts, 1913, c. 487, entitled "An Act relative to the promotion of call men in the fire departments of cities and towns", be accepted by this city?

YES.	
NO.	

If a majority of the votes cast thereon at said election are in the affirmative, the provisions of said c. 487 and amendments thereof shall thereupon take effect in said city, but not otherwise. [*Sp. Acts, 1918, c. 158, §§ 1, 2.*]

1148A. School committees may appoint, suspend or remove subordinate officers, assistants, etc.¹ — The school committee shall elect a superintendent of schools *annually, except as provided in Acts, 1914, c. 714, § 1*, and may, under the laws regulating the civil service, appoint, suspend or remove at pleasure such subordinate officers or assistants, including janitors of school buildings, as it may deem necessary for the proper discharge of its duties and the conduct of its business; it shall define their terms of service and their duties, and shall fix their compensation. . . . [*Gen. Acts, 1915, c. 267, Pt. I, § 32, as am. by Gen. Acts, 1918, c. 257, § 157.*]

1157. Reinstatement after war service. — Any person who resigns from or leaves the classified public service of the commonwealth or of any city or town therein *or who is discharged, suspended or granted a leave of absence therefrom* for the purpose of serving in the military or naval service of the United States in time of war, and who so serves, *shall, if he so requests of the appointing authority* within one year after his honorable discharge from such military or naval service, *and if also, within the said time, he files with the civil service commission the certificate of a registered physician that he is not physically disabled or incapacitated for the position*, be reappointed or reemployed, without civil service application or examination, in his former position, *provided that the incumbent thereof, if any, is a temporary appointee; or, if his former position has been filled by a permanent appointment, he shall be employed in a similar position in said department, if a vacancy exists therein.* All appointments hereafter made to fill vacancies caused by the military or naval service of the former incumbent shall be temporary only, and no temporary appointment heretofore made to fill any such vacancy shall be made

¹ In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

permanent during the present war or until the expiration of one year thereafter. [R. L. c. 19, § 25, as am. by Gen. Acts, 1918, c. 160, § 1.]

1157A. Names of soldiers and sailors may be restored to eligible lists of the civil service. — A person whose name is on any eligible list or register of the civil service commission at the time of his entering the military or naval service of the United States in time of war shall be suspended from such eligible list or register; but upon his request, made at any time within one year after his honorable discharge from such service, his name shall be restored thereto for the remainder of his period of eligibility, provided that he files with the civil service commission the certificate of a registered physician that he is not physically disabled or incapacitated for the position. [Gen. Acts, 1918, c. 160, § 2.]

WAGES AND SALARIES.¹

1159A. Fees for copying public records shall not be retained by employees.² — No person employed in any [state] department shall receive for his own use any fee for copying public records or documents, or for other services during office hours, but all fees therefor shall be paid into the treasury of the commonwealth. Whoever violates the provisions of this section *shall be punished by a fine of not more than one hundred dollars* and shall be disqualified for employment in any department of the state government. [R. L., c. 18, § 15, as am. by Gen. Acts, 1918, c. 257, § 89.]

1161AA. Compensation and working conditions of state and county employees to be investigated. — *Resolved*, That the supervisor of administration be authorized and directed to investigate the working conditions of the judicial and all other officials and employees, appointive or elective, of the commonwealth, except in the department of legislation, and the several counties thereof, other than those included in senate document number 370 of the present year, and the duties of such officials and employees, and their salaries, fees, allowances and other compensations, and to report to the next general court on or before the fifteenth day of January a plan for classifying the positions held by such officials and employees into services, groups and grades and for standardizing salary rates and ranges, with such recommendations as he may deem expedient. For the purposes of this resolve the supervisor shall have and may exercise in regard to all officials, employees and activities to which this resolve applies, the powers granted by Gen. Acts, 1916, c. 296, and amendments thereto, relating to employment in the service of the commonwealth. The supervisor may employ such expert and clerical assistance as may be necessary to meet the requirements of this resolve, and the civil service laws and rules shall not apply to employment hereunder. [Res., 1918, c. 86.]

1161B. Compensation of certain appointees of the sergeant-at-arms. — All persons who have been regularly in the employ of the commonwealth since September 1, 1917, under appointment from the sergeant-at-arms, whose compensation is not affected by Gen. Acts, 1918, c. 118, are hereby granted an increase in compensation the amount of which shall be determined according to the provisions of Gen. Acts, 1917, c. 323, except that such increase shall be reckoned on the basis of the com-

¹ For an act authorizing the chief of the district police to reimburse certain special police officers for loss of wages, see Res., 1918, c. 21.

² In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

pensation received on September 1, 1917, and that such increase shall be permanent [*Gen. Acts, 1918, c. 242.*]

1161C. Compensation of certain employees of the general court. — The provisions of *Gen. Acts, 1917, c. 323*, authorizing a temporary increase in the compensation of certain employees of the commonwealth shall, as to all legislative employees of the general court appointed by the sergeant-at-arms, including such employees temporarily so appointed, be permanent. [*Gen. Acts, 1918, c. 118.*]

1161D. Salaries of certain county employees. — From and after the first day of July in the current year, all persons who are regularly in the employ of the several counties of the commonwealth whose annual compensation in full for all services rendered does not exceed \$2,500 and whose salaries have not been increased by act of the general court passed during the current year, shall, until further action of the general court relative to the standardization of the salaries of judicial and county officers and employees, receive additional temporary compensation equal to ten per cent of the salaries received by them July 1, 1917.

The annual salary of the justice of the district court of Dukes County shall be one thousand dollars.

The annual compensation of the several assistant recorders of the land court, from and after the first day of July in the current year, in lieu of compensation on the basis of fees received, shall be equal to the compensation received by them in their respective capacities as assistant recorders for the year ending July 1, 1917, plus ten per cent of such sum. [*Gen. Acts, 1918, c. 260, §§ 1-3.*]

1172C. Minimum salaries of county penal officers established. — Masters and deputies of houses of correction and keepers of jails who do not hold the position of master, deputy or keeper by reason of their office as sheriffs shall receive an annual salary of not less than fifteen hundred dollars.

Officers who have been in the prison service of the several counties of the commonwealth for a period less than one year shall receive an annual salary of not less than one thousand dollars; officers who have been in the prison service of the several counties for more than one year and less than three years shall receive an annual salary of not less than twelve hundred dollars; officers who have been in the prison service of the several counties for more than three years and less than five years shall receive an annual salary of not less than thirteen hundred dollars; and officers who have been in the prison service of the several counties for more than five years shall receive an annual salary of not less than fourteen hundred dollars. In counties where maintenance is furnished, in whole or in part, such maintenance shall be deducted from the salary of the said officers; but in no case shall the amount deducted exceed three hundred dollars annually.

The aforesaid salaries shall be paid by the counties in which the penal institutions are situated, and shall be allowed from the first day of June, 1918.

The provisions of this act shall not apply to the counties of Dukes County and Nantucket.

This act shall not apply to the officers in the prison service of the county of Suffolk unless it is accepted by the mayor and city council of the city of Boston prior to December 31, 1918. [*Gen. Acts, 1918, c. 240, §§ 1-5.*]

1181D. Minimum wage for Worcester city laborers. — The city council of the city of Worcester, with the approval of the mayor, is hereby authorized to estab-

lish by ordinance a minimum wage for all city laborers, or for laborers in specified departments. [*Sp. Acts, 1918, c. 84.*]

1182F. Municipal and town positions vacated by men in military or naval service may be filled temporarily; salaries provided therefor. — The mayor of any city, and the majority of a board composed of the selectmen, clerk and treasurer of any town, may, during the present war and for a period of six months after the end thereof, as fixed by federal authority, appoint a citizen of the city or town to perform the duties of any municipal officer, including the officers above mentioned or any member of a municipal board or commission, who is absent in the military or naval service of the United States. The person so appointed shall have the powers and duties, shall be subject to the obligations, and shall receive the compensation which pertain to the office to which he is appointed. Subject to the provisions of Gen. Acts, 1917, c. 254, compensation shall not be paid to absent officers whose places are filled by appointments made hereunder. Subject to the provisions of section two, temporary officers of a city appointed as aforesaid shall serve until the return of the absent officer, or until the expiration of the term for which he was chosen. Subject to the provisions of section two, temporary officers of a town appointed as aforesaid shall serve until the return of the absent officer, or until the date of the next annual town meeting. If the term of the absent town officer does not expire on or before the date of the said meeting a temporary officer shall be nominated and elected by the town in the manner provided by law for filling the said office, provided that the office is an elective one. If the office be an appointive one, it shall be filled by a temporary appointment made by the appointing authority elected at the said meeting or elected prior thereto and continuing in office thereafter. The temporary officer so chosen shall serve until the return of the absent officer, or until the expiration of the term of the absent officer. Appointments made hereunder shall not be subject to the civil service laws or regulations, and may be revoked at any time by the appointing authority.

In case of the death of the absent officer, or of his removal from the city or town of which he was an officer, or of his permanent incapacitation for the duties of his office, the powers, duties and compensation of the person temporarily appointed shall cease, and the vacancy in the office shall be filled in the manner provided by law. [*Gen. Acts, 1918, c. 185, §§ 1, 2.*]

1182G. Wages of Revere reserve police officers. — The members of the reserve police force of the city of Revere shall when on duty be paid by the city such compensation as the mayor and municipal council may approve.

Section 4 of Acts, 1911, c. 144, is hereby repealed. [*Sp. Acts, 1918, c. 150, §§ 1 and 2.*]

1182H. Minimum salary for certain public school teachers. — On and after January 1, 1919, the compensation of every teacher employed in any public day school in the commonwealth, except persons in training and those employed as temporary substitutes, shall be at the rate of not less than five hundred and fifty dollars for the school year in that school: *provided, however*, that this act shall not apply to any town whose taxable valuation does not exceed one million dollars. [*Gen. Acts, 1918, c. 197.*]

1184. Pay rolls of cities to be sworn to.¹ — It shall be unlawful for the treasurer or other fiscal officer of any city other than Boston to pay any salary or compensation to any person in the service or employment of the city unless the pay roll, bill or account for such salary or compensation shall be sworn to by the head of the depart-

¹ For a provision relative to the salaries of town clerks and their assistants, see Gen. Acts, 1918, c. 291, § 11.

ment or by the person who is immediately responsible for the appointment, employment, promotion or transfer of the persons named therein, *or in case of the absence or disability of the head of the department or of such person, then by a person designated by the head of the department and approved by the mayor.* [Acts, 1913, c. 520, § 1, *as am. by Gen. Acts, 1918, c. 23.*]

1190A. Payment of travelling expenses of doorkeepers of the general court authorized. — The *doorkeepers, assistant doorkeepers and messengers* of the general court shall receive two dollars *and fifty cents* for every mile of ordinary travelling distance from their places of abode to the place of the sitting of the general court computed on the same basis upon which mileage is paid to members of the general court, to be so allowed from the first day of January, 1918. [Gen. Acts, 1917, c. 6, § 1, *as am. by Gen. Acts, 1918, c. 66, § 1.*]

HOURS OF LABOR.

1206A. Two-platoon system in the Holyoke fire department. — The permanent members of the uniformed fire-fighting force in the city of Holyoke shall be divided by the board of fire commissioners of the city into two bodies or platoons which shall be designated as the day force and the night force. The hours of duty of each force shall be as prescribed by the said board.

During the continuance of a serious conflagration the officer, officers or board having charge of the fire-fighting shall have authority to summon and keep on duty any or all of the members of either force. A fire shall not be considered to be a serious conflagration within the meaning of this act unless a second or general alarm has been sounded.

The provisions of this act shall not be construed to affect, repeal, or annul, in whole or in part, any former act or municipal ordinance relating to the salaries, annual vacations, sickness or disability, or leave of absence of the members of the fire-fighting force of the city of Holyoke.

All ordinances of said city affecting the number that may be appointed as members of its fire-fighting force and the meal hours and days off of such members are hereby annulled. The provisions of Acts, 1912, c. 546, granting firemen one day off in five shall not hereafter apply to the city of Holyoke.

This act shall be submitted to the voters of the city of Holyoke at the state election for the current year and if accepted by a majority of the qualified voters voting thereon shall take effect on January 1, 1919; otherwise it shall not take effect. [Sp. Acts, 1918, c. 128, §§ 1-5.]

VACATIONS, HALF-HOLIDAYS AND "DAYS OFF."

1212-1214. "Day off" for members of fire departments. — . . . The provisions of Acts, 1912, c. 546, granting firemen one day off in five shall not hereafter¹ apply to the city of Holyoke. [Sp. Acts, 1918, c. 128, § 4.]

1219E. Saturday half-holiday for certain employees of the city of Quincy. — Laborers, teamsters and mechanics employed by the city of Quincy shall hereafter receive a Saturday half-holiday without loss of pay.

¹ After January 1, 1919, if accepted by a majority of the qualified voters of the city of Holyoke voting thereon at the State election for the current year. See paragraph 1206A.

This act shall be submitted to the voters of the city of Quincy at the next city election in the form of the following question to be placed on the official ballot: "Shall the laborers, teamsters and mechanics employed by the city of Quincy receive a Saturday half-holiday without loss of pay?" If a majority of the voters voting on the said question vote in the affirmative, this act shall thereupon take effect; otherwise it shall not take effect. [*Sp. Acts, 1918, c. 32, §§ 1, 2.*]

1219F. Saturday half-holiday for certain employees of the city of Waltham. — Laborers, teamsters and mechanics employed by the city of Waltham shall hereafter receive a half-holiday on Saturday without loss of pay.

This act shall be submitted to the qualified voters of the said city at the city election in the current year in the form of the following question to be placed on the official ballot: "Shall the laborers, teamsters and mechanics employed by the city of Waltham receive a half-holiday on Saturdays without loss of pay?"

YES.	
NO.	

YES.	
NO.	

If a majority of the votes cast on said question are in the affirmative, this act shall thereupon take effect, but not otherwise. [*Sp. Acts, 1918, c. 80, §§ 1, 2.*]

CORRUPT PRACTICES.

1227A. Soliciting money from public employees for political purposes prohibited. — No person holding public office or employment in the service of the commonwealth or of any county, city or town shall, directly or indirectly, demand or solicit any gift, payment, contribution or promise of money or other thing of value from any other person holding office or employment in the service of the commonwealth or of any county, city or town therein, for the political campaign purposes of any candidate for public office or of any political committee. [*Gen. Acts, 1918, c. 146, § 1.*]

1228A. Solicitations forbidden in public buildings. — No person shall in any building or in any room of any building occupied for state, county or municipal purposes demand or solicit any payment or gift of money or other thing of value from any person holding office or employment in the service of the commonwealth or of any county, city or town therein, for the purposes set forth in section one. [*Gen. Acts, 1918, c. 146, § 2.*]

1228B. Penalties for violations of the act. — Whoever violates any provision of this act shall be deemed guilty of a corrupt practice, and shall be punished by imprisonment for not more than six months, or by a fine of not more than one thousand dollars.

If a person holding an elective office in the service of the commonwealth or of any county, city or town therein, except membership in the general court, is convicted of violating, in the course of his campaign for such office, any provision of this act, proceedings may be brought against him under the provisions of Acts, 1914, c. 783, and acts in violation thereof, relating to corrupt practices, for a forfeiture of the office to which he was elected, and any officer or employee holding an appointive office who is convicted of violating any provision of this act may be summarily removed by the appointing authority without a hearing. [*Gen. Acts, 1918, c. 146, §§ 3, 4.*]

14. PRISON LABOR.

1315. Classification of prisoners. — *The director of prisons may, with the approval of the governor and council, provide for grading and classifying the prisoners in the state prison and in the Massachusetts reformatory and in the reformatory for women and may establish rules for dealing with the prisoners in the state prison according to their conduct and industry and with the prisoners in the Massachusetts reformatory and in the reformatory for women according to their conduct, industry in labor and diligence in study.*¹ [R. L., c. 225, § 15, as affected by Acts, 1916, c. 241, and as am. by Gen. Acts, 1918, c. 257, § 475.]

1361. County commissioners may purchase or lease land; or use prison labor for agricultural or domestic purposes. — The county commissioners of any county may purchase or lease land with funds specifically appropriated therefor by the general court for the purpose of improving and cultivating it by the labor of prisoners from a jail or house of correction; and the said commissioners may also make arrangements with the Massachusetts highway commission or with the officials of a city or town to work said prisoners on any highway or unimproved land, or with a private owner, to improve waste or unused land, or land used for agricultural or domestic purposes, by means of such prison labor. When prisoners are so employed they shall be in the custody of the sheriff of the county. When land that is not the property of the county, or is a highway, is so improved, the owners thereof or those having in charge the highway shall pay to the county such sums as may be agreed upon between the county commissioners, sheriff, and the other parties in interest, for the labor of any prisoners employed thereon. [Acts, 1913, c. 633, § 2, as am. by Acts, 1914, c. 180, by Gen. Acts, 1915, c. 177, and by Gen. Acts, 1918, c. 159.]

1361B. Establishment of county industrial farms. — (c) *Provision for removal of prisoners to such farms.* — On the request of said commissioners, the sheriff of the county shall remove to said farm such prisoners as in the opinion of the commissioners can advantageously be employed thereon in carrying out the purposes and provisions of this act; and on the order of the said commissioners the sheriff shall return any prisoner to the jail or house of correction from which he was taken, or to which he was sentenced. The superintendents of industrial farms shall have the custody of all prisoners removed thereto, and a prisoner who escapes or attempts to escape therefrom shall be punished therefor by imprisonment in a jail or house of correction for not more than one year. Permits to be at liberty shall be issued to the inmates of county industrial farms and revoked in the manner provided by law for the issuance or revocation of permits to prisoners in jails and houses of correction. [Gen. Acts, 1917, c. 258, § 3, as am. by Gen. Acts, 1918, c. 156, § 1.]

(d) *County commissioners may borrow money for such purposes; interest may change during the war.* — To meet the expenses incurred under the provisions of this act, the county commissioners are hereby authorized to borrow from time to time, upon the credit of the county, such sums as may be needed, and to issue bonds or notes therefor, which shall bear on their face the words, County of _____, Industrial Farm Loan, Act of 1917, and shall be payable by such annual payments, beginning not more than one year after the dates thereof, as will extinguish each loan within _____ years from its date. The amount of such annual payment of any loan in any year shall not be less than the amount of the principal of the loan payable in any

¹ In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

subsequent year. Each issue of bonds or notes shall constitute a separate loan. The said bonds or notes shall bear interest at a rate not exceeding five per cent per annum, payable semi-annually, *except that during the continuance of the present war and for one year thereafter the rate of interest may exceed five per cent per annum when necessary*, and shall be signed by the treasurer of the county and countersigned by a majority of the county commissioners. The county may sell the said securities at public or private sale, upon such terms and conditions as the county commissioners may deem proper, but not for less than their par value, and the proceeds shall be used only for the purposes above specified. [*Gen. Acts, 1917, c. 258, § 4, as am. by Gen. Acts, 1918, c. 156, § 2.*]

15. SUNDAY LABOR AND WEEKLY DAY OF REST.

SUNDAY LABOR.

1369. Prohibition of labor, etc.; exceptions; Sunday licenses. — Whoever, on the Lord's day, keeps open his shop, warehouse or workhouse, or does any manner of labor, business or work, except works of necessity and charity, or takes part in any sport, game, play or public diversion, except a concert of sacred music or *a public entertainment duly licensed as provided by section one of this chapter and acts in amendment thereof and in addition thereto, or a free open air concert given by a city or town or by license of the mayor of a city or the selectmen of a town, upon a common or public park, street or square,*¹ shall be punished by a fine of not more than fifty dollars for each offence; and the proprietor, manager or person in charge of such game, sport, play or public diversion, except as aforesaid, shall be punished by a fine of not more than five hundred dollars for each offence. [*R. L., c. 98, § 2, as am. by Acts, 1904, c. 460, § 2, and by Gen. Acts, 1918, c. 257, § 336.*]

1369A. Public entertainments may be attended on the Lord's day.¹ — The preceding sections [*R. L., c. 98, §§ 1-4*], shall not be held to prohibit *the giving, being present at, or taking part in, on the Lord's day, a concert of sacred music, or a public entertainment duly licensed as provided in section one of this chapter and all acts in amendment thereof and in addition thereto, or a free open air concert given by a city or town, or by license of the mayor and aldermen of a city or the selectmen of a town, upon a common, public park, street or square.* [*R. L., c. 98, § 5, as am. by Acts, 1904, c. 460, § 3, and by Gen. Acts, 1918, c. 257, § 338.*]

1371A. Certain retail dealers may be licensed to sell on Sunday. — The licensing board or officer in any city or town, and if there is no such board or officer, the mayor and aldermen of a city, or the mayor and city council, in case there are no aldermen, and the selectmen of towns, may grant licenses to reputable persons who on secular days are retail dealers of ice cream, confectionery, soda water or fruit, to keep open their places of business on the Lord's day for the sale of ice cream, confectionery, soda water or fruit. [*Acts, 1909, c. 423, § 1, as am. by Gen. Acts, 1918, c. 257, § 337.*]

16. MISCELLANEOUS.

1400A. Mechanics' tools to be exempt from taxation. — . . . Eleventh, The wearing apparel and farming utensils of every person; his household furniture *used in the dwelling which is the place of his domicile* not exceeding one thousand dollars in value; and the necessary tools of a mechanic not exceeding three hundred dollars in value. [*Acts, 1909, c. 490, Pt. I, § 5, cl. 11, as am. by Gen. Acts, 1918, c. 42, § 1.*]

¹ This amendment is to take effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

II.

INDEX TO BILLS AFFECTING LABOR INTRODUCED DURING
THE LEGISLATIVE SESSION OF 1918.

ABBREVIATIONS.

General. Ac., Accepted; Adop., Adopted; Am., Amended; Eng., Engrossed; G., General Acts; H., House; H. B., House Bill; L. W., Leave to Withdraw; N. D., New Draft; N. G. C., Next General Court; N. L., No Legislation Necessary; N. P., Ought Not to Pass; O. P., Ought to Pass; P. D., Public Document; Rec., Re-committed; Recons., Reconsidered; Ref., Reference; Rej., Rejected; Rep., Reported; Rep. Ch., Reported Changed; Res., Resolve; S., Senate; S. B., Senate Bill; Sp., Special Act; Sp. Rep., Special Report; Sub., Substituted; T., Tabled; T. T., Taken from Table.

Committees. Adm. and C., Administration and Commissions; Ag., Agriculture; B. and B., Banks and Banking; B. 3d R., Bills in Third Reading; Cit., Cities; Coms., Consolidation of Commissions (Special); Cons. Am., Constitutional Amendments; Cos., Counties; Ed., Education; E. L., Election Laws; F. R., Federal Relations; F. and G., Fisheries and Game; H. B. 3d R., House Bills in Third Reading; H. W. and M., House Ways and Means; Ins., Insurance; J. J., Joint Judiciary; Jt. R., Joint Rules; Jt. W. and M., Joint Ways and Means; La., Labor; L. A., Legal Affairs; M. A., Military Affairs; M. F., Municipal Finance; Mer. Aff., Mercantile Affairs; Met. Aff., Metropolitan Affairs; P. H., Public Health; P. I., Public Institutions; P. L., Public Lighting; P. S., Public Service; R. Com., Recess Committee; R. and B., Roads and Bridges; R. R., Railroads; S. B. 3d R., Senate Bills in Third Reading; S. H. and L., State House and Libraries; Sp. Com., Special Committee; S. Rys., Street Railways; S. W., Social Welfare; S. W. and M., Senate Ways and Means; Tax., Taxation; Tns., Towns; W. and M., Ways and Means of both House and Senate.

1. EMPLOYMENT.

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	a. State Public Employment Offices.				
H. 126	Control of public and private employment offices by the State Board of Labor and Industries.	Cit.	L. W.	Bill sub. for L. W.	-
H. 347	Attendants for insane hospitals to be secured through State employment bureaus.	H. W. & M. P. D.	N. G. C. L. W.	Ac. Ac.	- -
	b. Unemployment.				
S. 243	Classification of men engaged in Agriculture under the Federal selective service act.	F. R.	N. P.	Bill rej. by S.	-
H. 312	Re-employment of soldiers and sailors.	M. F.	L. W.	Ac.	-
H. 1454	Able-bodied male citizens between 18 and 50 to engage in useful occupations.	S. W.	H. 1556	-	-
H. 1556	Same title (based on H. 1454), . . .	S. W.	Rep.	N. D. H. 1578	-
H. 1578	Same title (based on H. 1454, H. 1556), . . .	S. W. H. W. & M.	Rep. O. P.	- See H. 1589	- -
H. 1589	Same title (based on H. 1578), . . .	S. W. & M.	O. P.	-	286 G.
	c. Miscellaneous.				
S. 148	Employment of caretakers and others in apartment houses.	Mer. Aff.	L. W.	Ac.	-
H. 1098	Aliens between 21 and 31 not to be employed by public service corporations.	La.	L. W.	Ac.	-

¹ H. 1578 as amended and passed to be engrossed by the House.

2. INDUSTRIAL SAFETY AND SANITATION.

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
a. Industrial Safety.					
S. 167	Safety devices on gas meters, investigation relative to.	Adm. & C. P. L.	L. W. L. W.	Recons. Ac.	-
S. 227	Automatic fire doors for steam locomotives, .	R.R.	L. W.	Ac.	-
H. 182	Operation and inspection of steam-boilers (based on H. 180).	Mer. Aff. Mer. Aff.	Rep. N. P.	Recom. Bill rej. by H.	-
H. 269	Authorizing the sprinkling of certain buildings,	Met. Aff.	N. L.	Ac.	-
H. 861	Opaque glass windows in factories, .	Mer. Aff.	L. W.	Ac.	-
H. 988	Promotion of sales of fire prevention devices by various inspectors prohibited.	L. A.	L. W.	Ac.	-
H. 992	Opaque glass windows in workshops and factories.	Mer. Aff.	N. G. C.	Bill sub. for N. G. C. Rej. by S.	-
H. 994	Safety devices on elevators,	Mer. Aff.	L. W.	Ac.	-
b. Industrial Sanitation.					
S. 356	Diagnostic equipment for clinics for use of employees (based on S. 244).	S. W.	Rep.	N. D. S. 372	-
S. 372	Same title (based on S. 244, S. 356), . . .	S. W. & M. H. W. & M.	O. P. N. P.	- Bill rej. by H.	-
H. 68	Pavilion for ex-patient employees at Lakeville State Sanatorium (based on H. 62).	P. I.	H. 1466	-	-
H. 71	Dormitory for ex-patient employees at Westfield State Sanatorium (based on H. 62).	P. I.	N. G. C.	Ac.	-
H. 79	Pavilion for employees at Rutland State Sanatorium (based on H. 62).	P. I.	N. G. C.	Ac.	-
H. 229	Receptacles for expectoration in factories and workshops (based on H. 227).	P. H.	H. 1285	-	-
H. 1188	Facilities for warming food by employees in factories.	La.	H. 1307	-	-
H. 1285	Receptacles for expectoration in factories and workshops (based on H. 227, H. 229).	P. H.	Ref.	Bill rej. by H.	-
H. 1307	Facilities for warming food by employees in factories (based on H. 1188).	La.	Rep.	-	110 G.
H. 1466	Improvements at State Hospitals for Consumptives for protection of employees (based on H. 68, H. 71, H. 76, ¹ H. 79).	P. I. W. & M.	Rep. O. P.	- -	- Res. 55.

3. WOMEN AND CHILDREN.

a. School Attendance.					
H. 110	Issuance of employment certificates to children under 16, regulated.	Ed.	L. W.	Ac.	-
H. 163	Attendance at continuation schools by minors under 16.	Ed.	H. 1432 ²	-	-
H. 836	School attendance of children over 14, . . .	Ed.	L. W.	Ac.	-
H. 1139	Children not to be employed till the age of 16,	L. W.	L. W.	Ac.	-
b. Wages and Hours of Women and Children.³					
S. 131	Hours of labor of women and children, . . .	S. W.	H. 1415	-	-
S. 133	Employment of minors under 16 prohibited in certain employments.	S. W.	L. W.	Ac.	-
H. 141	Working hours of women and children, . . .	S. W.	H. 1415	-	-
H. 282	Records of hours of labor of women and minors (based on H. 280).	S. W.	N. L.	Ac.	-
H. 403	Working hours of women and children, . . .	S. W.	H. 1415	-	-

¹ See under *Prison Labor*, p. 75.² See under *Industrial Education*, p. 68.³ For bills relative to wages and hours of women in public employment, see under *Public Employment*, pp. 71-74.

3. WOMEN AND CHILDREN — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Wages and Hours of Women and Children — Con.				
I. 460	Labor of women engaged in theatrical enterprises.	S. W.	L. W.	Ac.	-
I. 912	Hours of labor of women and children employed by street railway companies.	S. W.	L. W.	Ac.	-
I. 919	Commission for uniform laws as to wages.	S. W.	L. W.	Ac.	-
I. 1359	Employment of women and minors as operators of elevators.	S. W.	H. 1409	-	-
I. 1409	Hours of labor of women and minors as operators of elevators (based on H. 1359).	S. W.	Rep.	-	147 G.
I. 1415	Working hours of women and children (based on S. 131, H. 141, H. 403).	S. W. S. W.	Rep. N. G. C.	Recom. H. 1493 sub. for N. G. C.	-
I. 1480	Working hours of women and children (based on S. 131, H. 141, H. 403).	-	-	- ¹	-
I. 1493	Hours of labor of women and children under 18 further regulated.	-	-	Sub. for N. G. C. on H. 1415; N. G. C.	-

4. WAGES AND HOURS OF LABOR IN PRIVATE EMPLOYMENT.²

	a. Wages.				
45	Specifications to be furnished certain operatives in textile factories.	Ia.	L. W.	Bill sub. for S. W. Recons.; Rej.	-
I. 130	Enforcement of recommendations of the Minimum Wage Commission.	S. W.	L. W.	Ac.	-
I. 175	Weekly payment of wages to employees in clubs in cities.	Ia.	Rep.	-	87 G.
I. 281	Issuance of special licenses to aged women, learners, and apprentices permitting their employment at less than wages fixed by Minimum Wage Commission (based on H. 280).	S. W.	N. L.	Ac.	-
I. 283	Filling of vacancies on wage boards regulated (based on H. 280).	S. W.	N. L.	Ac.	-
I. 284	Posting of information in places of employment (based on H. 280).	S. W.	N. L.	Ac.	-
I. 285	Annual report of the Minimum Wage Commission.	S. W.	N. L.	Ac.	-
I. 355	Declaring the public policy of the State as to wages, minimum hours and overtime employment.	S. W.	L. W.	Ac.	-
I. 459	Compensation of quarantined employees.	S. W.	N. G. C.	Ac.	-
I. 587	Liens for labor and materials.	J. J.	N. G. C.	Ac.	-
I. 808	Transfer of powers and duties of the Minimum Wage Commission to State Board of Labor and Industries.	Adm. & C.	L. W.	Ac.	-
I. 809	Repeal of the law creating the Minimum Wage Commission.	Adm. & C.	L. W.	Ac.	-
I. 915	To establish certain qualifications for members of wage boards.	S. W.	L. W.	Ac.	-
I. 916	To extend the provisions of the minimum wage law.	S. W.	L. W.	Ac.	-
I. 917	Powers and jurisdiction of the Minimum Wage Commission.	S. W.	L. W.	Ac.	-
I. 918	Reports of wage boards to the Commission further regulated.	S. W.	L. W.	Ac.	-
I. 919	Appointment of a commission to study questions of uniformity of the laws of the several States relative to women and minors in industry.	S. W.	L. W.	Ac.	-

¹ Moved to be substituted for H. 1415, and later withdrawn.² See also under *Wages and Hours of Women and Children*, above, and under *Public Employment*, pp. 69-75.

4. WAGES AND HOURS OF LABOR IN PRIVATE EMPLOYMENT — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
a. Wages — Con.					
H. 934	Land owner to file notice of contract under mechanics' lien law.	J. J.	N. G. C.	Ac.	-
H. 935	Inaccuracies in notices under mechanics' lien law.	J. J.	N. G. C.	Ac.	-
H. 970	Attorneys' liens for fees for services rendered.	J. J.	L. W.	Ac.	-
H. 980	Rights and securities for those furnishing labor and materials.	J. J.	N. G. C.	H. sub. H. 1576	-
H. 989	Employers not to take gratuities received by employees in check rooms.	L. A.	Rec. Ch.	-	149 G.
H. 1039	Liens for labor and materials on buildings and land.	J. J.	L. W.	Ac.	-
H. 1099	Excessive deductions from pay of employees on account of tardiness prohibited. (See H. 1335.)	La.	Rep.	Am. by S.	192 G.
H. 1335	Excessive deductions from pay of employees on account of tardiness prohibited. (See H. 1099.)	-	-	- ¹	-
H. 1576	Liens of subcontractors for labor and materials on land and buildings.	J. J.	Rep.	Am. by H. - ²	265 G.
b. Hours of Labor.					
S. 62	National law regulating employment of labor,	F. R.	L. W.	Ac.	-
S. 171	Time allowed employees for voting,	E. L.	L. W.	Ac.	-
S. 176	Laws relative to hours of labor not to apply to hotels.	La.	Rep.	Rej. by S.	-
S. 177	Hotel and restaurant employees to have one day off in seven.	La.	-	Sub. by S. for H. 124; Rej. by S.	-
H. 124	Hotel and restaurant employees to have one day off in seven.	La.	N. G. C.	H. sub. S. 177	-
H. 125	Hours of labor of employees in paper mills,	La.	L. W.	Bill sub. for L. W.; N. G. C.	-
H. 355	Declaring the public policy of the State concerning hours and wages of employees.	L. W.	L. W.	Ac.	-
H. 981	Mechanical devices to determine hours of labor to be inspected.	La.	L. W.	Ac.	-
H. 1080	Uniform national eight-hour work day,	F. R.	L. W.	Ac.	-
H. 1097	Employment of persons at night regulated,	La.	L. W.	Ac.	-

5. WORKMEN'S COMPENSATION AND INDUSTRIAL INSURANCE.

a. Workmen's Compensation.					
S. 44	Chauffeurs to be within the Act,	J. J.	L. W.	Ac.	-
S. 91	Transaction of workmen's compensation insurance and self-insurance.	J. J.	S. 371	-	-
S. 112	Compensation of Boston and Cambridge Bridge Commission employees (based on H. 386, H. 497).	J. J.	Rep.	-	125 G.
S. 113	Compensation for certain public employees,	J. J.	L. W.	Ac.	-
S. 114	Payment of burial expenses,	J. J.	L. W.	Ac.	-
S. 201	Additional methods of securing compensation,	J. J.	S. 371	-	-
S. 202	Waiver of rights of disabled employees to compensation.	J. J.	Rep.	To Recess Com.	-
S. 235	Compensation during sickness of employees injured in the course of employment.	J. J.	N. G. C.	Ac.	-
S. 296	Minimum weekly compensation to be increased.	S. B. 3d R.	Rep.	N. D. of H. 123	113 G.
S. 370 of 1917	Report of Recess Committee on rates, accident prevention, etc.	Adm. & C.	N. G. C.	Ac.	-

¹ Moved to be substituted for H. 1099, but rejected.² Substituted by H. for N. G. C. on H. 980.

5. WORKMEN'S COMPENSATION AND INDUSTRIAL INSURANCE — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
a. Workmen's Compensation — Con.					
S. 371	Additional methods of guaranteeing compensation (based on S. 91, S. 201, H. 845, H. 846, H. 969).	J. J. S. W. & M.	Rep. N. D. S. 390	- -	-
S. 390	Additional methods of guaranteeing compensation (based on S. 371). See S. 403, S. 428.	W. & M.	O. P.	Vetoed	-
S. 403	Amendments to Senate Bill 390,	-	-	- ¹	-
S. 428	Veto of Senate 390,	-	-	-	-
H. 48	Insurance Commission's authority to approve rates; law amended (based on H. 46).	J. J.	N. L.	Ac.	-
H. 49	Responsibility of employer when insurer fails to pay; law amended (based on H. 46).	J. J.	N. L.	Ac.	-
H. 117 of 1917	Approval of rates by insurance commissioner,	J. J.	N. L.	Ac.	-
H. 122	Compensation to be given from day of the injury.	J. J.	L. W.	Ac.	-
H. 123	Minimum weekly compensation to be increased,	J. J.	Rep.	S. sub. S. 296	-
H. 265	Delays in filing claims; law amended (based on H. 264).	J. J.	N. L.	Ac.	-
H. 266	Claims for compensation, additional provision as to (based on H. 264).	J. J.	N. L.	Ac.	-
H. 267	Inaccuracies in claims, law as to, amended (based on H. 264).	J. J.	Rep.	-	119 G.
H. 268	Procedure in case of certain disagreements relative to physicians' charges (based on H. 264).	J. J.	N. L.	Ac.	-
H. 386	Compensation for Boston and Cambridge Bridge employees.	J. J.	S. 112	-	-
H. 494	Compensation during sickness for persons injured in the course of their employment.	J. J.	N. G. C.	Ac.	-
H. 496	Compensation from date of the injury; when,	J. J.	L. W.	Ac.	-
H. 497	Compensation for Boston and Cambridge Bridge Commission employees.	J. J.	S. 112	-	-
H. 547	Powers and duties of the Board to be transferred to the Superior Court.	Adm. & C.	L. W.	Ac.	-
H. 588	Compensation from date of the injury, . . .	J. J.	L. W.	Ac.	-
H. 845	Compensation to employees further regulated,	J. J.	S. 371	-	-
H. 846	Additional methods of compensating employees.	J. J.	S. 371	-	-
H. 850	Appeals from decisions of the Industrial Accident Board further regulated.	J. J.	L. W.	Ac.	-
H. 854	Fellow employees to aid in payments when also causing the accident.	J. J.	L. W.	Ac.	-
H. 968	Compensation from the date of the injury, . .	J. J.	L. W.	Ac.	-
H. 969	Insurance companies not to be allowed to insure employees under the Workmen's Compensation Act.	J. J.	S. 371	-	-
H. 974	Compensation from date of injury in certain cases; ambulances to be free for employees.	J. J.	L. W.	Ac.	-
H. 977	Husband to recover for loss of wife's services in all negligence cases.	J. J.	L. W.	Ac.	-
H. 1092	Appointment of commission to investigate and report on perfecting the operation of the Act.	J. J.	Rep.	To Recess Com.	-
H. 1093	Compensation of injured employees; law amended.	J. J.	L. W.	Ac.	-
b. Industrial Insurance.					
S. 355	To extend voluntary industrial group insurance (based on S. 244 ²).	S. W.	N. P.	S. sub. S. 368 for N. P. - ³	-
S. 368	Promotion of voluntary industrial group insurance.	S. B. 3d R.	O. P. Ch.	-	Res. 70
H. 46	Holding employers liable when insurer fails, .	Ins.	N. L.	Ac. See H. 47	-
H. 47	Group life insurance for employees (based on H. 46).	Ins.	H. 1300	-	-

¹ Moved to be substituted for S. 390.² See under *Social Insurance*.³ Substituted by Senate for N. P. on S. 355.

5. WORKMEN'S COMPENSATION AND INDUSTRIAL INSURANCE — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Industrial Insurance — Con.				
H. 118	Medical examinations for insurance of employees in groups.	Ins.	Rep.	-	35 G.
H. 120	Further provisions relative to total disability benefits in life insurance policies.	Ins.	H. 1216	-	-
H. 642	Establishment of a system of compulsory insurance for employees other than those covered by Workmen's Compensation Act.	S. W.	L. W.	Ac.	-
H. 693	Lithuanian Roman Catholic Alliance to be allowed to insure against sickness and disability.	Ins.	L. W.	Ac.	-
H. 967	Paid-up policies in industrial insurance; when,	Ins.	L. W.	Ac.	-
H. 1046	Issuance of policies against accidents and disease regulated.	S. W.	L. W.	Ac.	-
H. 1083	Industrial insurance policies to have cash surrender values after five years.	Ins.	L. W.	Ac.	-
H. 1216	Total disability benefits in life policies (based on H. 120).	Ins.	Rep.	-	36 G.
H. 1225	Industrial insurance provisions amended (based on H. 119).	Ins.	Rep.	Am. by S.	60 G.
H. 1300	Group life insurance of employees, etc. (based on H. 46, H. 47).	Ins.	Rep.	Am. by H.	112 G.

6. PENSION AND RETIREMENT SYSTEMS.

	a. Employees of the Commonwealth.				
S. 39	Certain laborers and mechanics to be exempt from contributing to the State Retirement Association.	S. W.	L. W.	Ac.	-
H. 901	Retirement of veterans of the Civil War in State service.	P. S.	L. W.	Ac.	-
H. 1404	Report of the Board of Retirement of the results of its investigation.	P. S.	N. G. C.	Ac.	-
P. D. 12	Retirement of Civil War veterans in the service of the Commonwealth.	J. J.	N. L.	Ac.	-
	b. Employees of Counties.				
S. 161	Interest payments under the Retirement System for county employees regulated.	S. W. S. W. & M.	O. P. Ch. O. P.	Am. by H. -	- 104 1/2 G.
S. 162	Retirement of disabled county employees.	S. W.	L. W.	Ac.	-
H. 530	Pensions for police van drivers employed by the County of Suffolk or the City of Boston.	S. W.	L. W.	Ac.	-
H. 1044	Pensions for scrubwomen in the employ of Suffolk County.	S. W. Cos.	Rep. O. P.	- H. sub. H. 1416	- -
H. 1416	Pensions for scrubwomen in the employ of Suffolk County.	-	-	Sub. by H. for H. 1044	-
		S. W. & M.	O. P.	-	172 G.
	c. Employees of Cities and Towns.				
	1. Public School Teachers.				
H. 15	Report of amount of reimbursement from the State to cities and towns for teachers' pensions.	S. W.	N. L.	Ac.	-
H. 832	Age of retirement of school teachers.	Ed.	L. W.	Ac.	-
	2. Firemen and Policemen.				
S. 192	Pensions for police injured in course of employment.	S. W.	L. W.	Ac.	-
H. 362	Creation of funds, by appropriation, for relief of injured firemen.	H. W. & M.	H. 1214	-	-
H. 1192	Pensions for call members in Arlington.	S. W.	Rep.	Am. by S.	79 S.
H. 1214	Disbursement of State aid for the relief of firemen further regulated (based on H. 362).	H. W. & M.	Rep.	Am. by S.	81 G.

6. PENSION AND RETIREMENT SYSTEMS — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	c. Employees of Cities and Towns — Con.				
	3. Laborers.				
S. 132	Retirement allowances for laborers employed by the City of Boston.	S. W.	L. W.	Ac.	—
H. 356	Retirement fund provision for Boston city laborers amended.	S. W.	Rep.	Bill rej. by S.	—
H. 357	Retirement fund provision for Boston city laborers amended.	S. W.	L. W.	Ac.	—
H. 1138	Retirement of Boston city laborers; law amended.	S. W.	H. 1349	—	—
H. 1349	Retirement of Boston city laborers; law amended (based on H. 1138).	S. W.	Rep.	N. G. C.	—
	4. Other Municipal Employees.				
S. 191	Retirement of police and municipal court justices.	S. W.	L. W.	Ac.	—
H. 530	Pensions for police van drivers employed by the County of Suffolk or the city of Boston.	S. W.	L. W.	Ac.	—
H. 544	Pensions for janitors of schools and public buildings.	S. W.	L. W.	Ac.	—
	d. Miscellaneous.				
H. 553	Pensions for employees of savings banks and institutions for savings.	B. & B.	Rep.	Rej. by S.	—

7. SOCIAL INSURANCE.

S. 92	Establishment of a State system of old age annuities.	S. W.	N. G. C.	Ac.	—
S. 244	Report of the Special Commission on Social Insurance.	S. W.	S. 355 ¹ S. 356 ² S. 372 ²	—	—
H. 1045	System of old age pensions for citizens.	S. W.	L. W.	Ac.	—
H. 1047	Establishment of a system of non-contributory old age pensions.	S. W.	L. W.	Am. by S. N. G. C.	—

8. SAVINGS BANK INSURANCE.

H. 694	Savings banks may insure lives of employees resident within the Commonwealth.	Ins.	Rep.	—	70 G.
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9. CO-OPERATIVE ASSOCIATIONS.

S. 170	Supervision of credit unions.	B. & B.	L. W.	Ac.	—
S. 228	Co-operative associations engaged in manufacturing further regulated.	J. J.	L. W.	Ac.	—
H. 477	Incorporation of the Massachusetts Credit Union Bank.	B. & B.	L. W.	Ac.	—

10. SMALL LOANS LAW.

S. 32	Rate of interest on small loans regulated.	L. A.	L. W.	Ac.	—
H. 717	Making of small loans further regulated.	L. A. L. A.	L. W. N. G. C.	Recons. Ac.	— —

¹ See under *Industrial Insurance*, p. 64.² Not relevant to labor, and therefore omitted.

11. INDUSTRIAL EDUCATION.

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
a. Agricultural Education.					
S. 43	Establishing Smith's Agricultural School.	Ed.	S. 335	-	-
S. 90	Time for report of special commission on agricultural education extended.	J. R.	Rep.	-	Res. 4.
S. 136	Corporations to be organized to promote agriculture, and country life.	Ag.	S. 366	-	-
S. 137	The Massachusetts Agricultural College to be maintained by the Commonwealth.	Ag. & Ed.	S. 384	-	-
S. 335	Establishing Smith's Agricultural School (based on S. 43).	Ed.	O. P.	-	-
S. 362	Further improvements at the Massachusetts Agricultural School (based on H. 158, H. 159).	W. & M. Ag. & Ed. W. & M.	O. P. O. P. O. P. Ch.	- - Am. by H.	151 S. - Res. 69
S. 366	Appointment of trustees for county aid to agriculture, home-making, and country life (based on S. 136).	Ag. S. W. & M.	O. P. S. 394	- -	- -
S. 373	Provision for maintenance of the Massachusetts Agricultural College.	Ag. & Ed. W. & M.	O. P. Ch. N. P.	Am. by S. Bill rej. by H. Adop.	- - -
S. 374	Establishment of two-year course in practical agriculture at the Massachusetts Agricultural College.	Ag. & Ed.	Rep.	-	-
S. 384	Operation and maintenance of the Massachusetts Agricultural College by the Commonwealth (based on S. 137).	Ag. & Ed. W. & M.	O. P. O. P.	- -	- 262 G.
S. 394	Trustees for county aid to, and instruction in, agriculture (based on S. 366).	S. B. 3d R. Cos.	O. P. O. P.	- -	- 273 G.
H. 159	Improvements for Massachusetts Agricultural College (based on H. 158).	Ag. & Ed.	S. 362	-	-
H. 160	Buildings for the Market Garden Field Station at Lexington (based on H. 158).	Ag.	N. L.	H. sub. H. 1465 for N. L.	-
H. 382	Reimbursement for Northampton for support of Smith's Agricultural School.	Ed.	Rep.	-	-
H. 383	Cities may maintain schools of agriculture and horticulture.	W. & M. Ed.	O. P. L. W.	- Recom.	Res. 37 -
H. 673	Development of women's work at the Massachusetts Agricultural College.	Ed. Ag. & Ed.	L. W. N. G. C.	Ac. Ac.	- -
H. 1465	Improvements at the Market Garden Field Station at Lexington.	-	-	Sub. by H. for H. 160	-
		W. & M.	O. P.	-	Res. 56
b. Textile Schools.					
S. 351	Transfer of the New Bedford Textile School to the city of New Bedford (based on H. 427, H. 485).	Ed. S. W. & M.	O. P. N. D. S. 378	- -	- -
S. 352	Transfer of the Lowell Textile School to the city of Lowell (based on H. 560, H. 561).	Ed.	Rep.	-	-
S. 353	Transfer of the Bradford Durfee Textile School to the city of Fall River (based on H. 830, H. 831).	S. W. & M. Ed.	N. D. S. 379 Rep.	- -	- -
S. 377	Transfer of the Bradford Durfee Textile School to the Commonwealth (based on S. 353, H. 830, H. 831).	S. W. & M.	N. D. S. 377	-	-
S. 378	Transfer of the New Bedford Textile School to the Commonwealth (based on S. 351).	W. & M.	O. P. Ch.	Am. by H. & S.	248 G.
S. 379	Transfer of the Lowell Textile School to the Commonwealth (based on S. 352).	W. & M.	O. P. Ch.	Am. by H. & S.	246 G. 274 G.
H. 7	Report of the trustees of the New Bedford Textile School.	Ed.	N. L.	Ac.	-
H. 292	Report of the trustees of the Bradford Durfee Textile School.	Ed.	N. L.	Ac.	-
H. 485	Transfer of the New Bedford Textile School to the Commonwealth.	Ed.	S. 351	-	-
H. 561	Transfer of the Lowell Textile School to the Commonwealth.	Ed.	S. 352	-	-
H. 831	Transfer of the Bradford Durfee Textile School to the Commonwealth.	Ed.	S. 353	-	-
H. 1260	Annual report of the trustees of the Lowell Textile School.	Ed.	N. L.	Ac.	-

11. INDUSTRIAL EDUCATION — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
c. Education for the Handicapped.					
S. 17	Abolition of the Massachusetts Commission for the Blind and establishment of the office of the Commissioner for the Blind.	Adm. & C.	H. 1548	-	-
S. 160	Certain aid to blind persons in business.	S. W.	N. G. C.	Ac.	-
S. 246	Report of the Supervisor of Administration on the Commission for the Blind.	Adm.	H. 1548	-	-
S. 311	Public institutions to purchase articles produced by the blind.	-	-	H. 887 as Am. H. sub. H. 1362	-
S. 333	Use of certain institutions for re-education of disabled soldiers and sailors by the Federal Government (based on S. 1).	H. B. 3d R.	H. 1362	S. sub. S. 361	-
S. 345	To establish a department for the training of cripples (based on H. 161, H. 164, H. 687).	Ed. S. W. & M. H. W. & M.	O. P. O. P. N. D. H. 1529	- - H. sub. H. 1529	- - -
S. 361	To establish a bureau for the re-education of crippled sailors and soldiers (based on S. 333).	S. B. 3d R.	Rep.	Sub. by S. for S. 333	-
H. 164	To provide facilities for training injured persons (based on H. 161).	H. W. & M.	N. D. H. 1535 S. 345	-	-
H. 230	Instruction of adult blind at their homes.	Ed.	S. 345	-	-
H. 687	To provide for the training of injured persons.	S. W.	O. P.	-	-
H. 782	To establish workshops and industrial schools for the blind, etc.	W. & M. Ed.	O. P. S. 345	-	55 G.
H. 887	Public institutions to purchase articles manufactured by the blind.	S. W.	L. W.	Ac.	-
H. 1362	Public institutions to purchase articles manufactured by the blind (based on H. 887).	P. I.	Rep. Ch.	Am. by S. See S. 311	-
H. 1529	To establish in the department of the Industrial Accident Board a division for the training of cripples and injured persons (based on S. 345).	H. B. 3d R.	Rep.	Sub. by H. for S. 311	141 G.
H. 1535	To establish a division in the Board of Education for training of disabled soldiers and sailors, etc. (based on S. 361).	W. & M.	O. P.	Sub. by H. for S. 345	231 G.
H. 1548	Reorganization of the Massachusetts Commission for the Blind (based on S. 17, S. 246).	W. & M.	O. P.	-	230 G.
		Adm. & C. H. W. & M.	O. P. O. P.	- -	- 266 G.
d. Miscellaneous.					
H. 111	To establish a University of Massachusetts.	Ed.	N. G. C.	Ac. See H. 1432	-
H. 161	Proposals relative to vocational education.	Ed.	N. L.	Ac.	-
H. 163	Establishment and maintenance of continuation schools for employees under 16 (based on H. 161).	Ed.	H. 1432	-	-
H. 166	Appointment of an agent to assist in supervision of vocational guidance in public schools (based on H. 161).	Ed.	H. 1432	-	-
H. 562	Massachusetts School Fund for evening schools.	Ed.	H. 1432	-	-
H. 1231	To extend State-aided vocational education during the war.	Ed.	L. W.	Bill sub. for L. W.	-
		H. W. & M.	O. P.	H. sub. H. 1494	-
H. 1255	Report on establishing vocational schools in jails, etc.	Ed.	N. G. C.	Ac.	-
H. 1432	Special commission to investigate the State educational systems (based on H. 161, H. 163, H. 166, H. 562, H. 564 ¹).	Ed. H. W. & M.	O. P. O. P.	- -	- Res. 88
H. 1494	To extend State-aided vocational education during the war.	H. B. 3d R.	Rep.	Sub. by H. for H. 1231	-
		S. W. & M.	O. P.	-	206 G.

¹ Omitted as irrelevant to labor.

12. TRADE UNIONS.

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 651	Property and funds of labor unions to be exempt from the operation of the income tax.	Tax.	L. W.	Ac.	-
H. 504	To require certain corporations to elect representatives of labor organizations to their directorates.	Mer. Aff.	L. W.	Ac.	-

13. LABOR DISPUTES.

H. 593	Notice to be given by mail to persons interested in normality of business hearings.	La. W. & M. La.	Rep. O. P. L. W.	-	-
H. 712	Strikes and lockouts to be discouraged during the prosecution of the war.			Ac.	251 G.

14. LICENSED OCCUPATIONS.

a. Plumbers and Electricians.					
S. 94	Supervision of the business of plumbing and regulation of examinations therefor.	Adm. & C.	L. W.	Ac.	-
H. 885	Fees for registration of master and journeymen plumbers further regulated.	P. H.	L. W.	Ac.	-
H. 1487	Renewal of electricians' certificates held by men in military or naval service regulated.	Mer. Aff.	Rep. Ch.	-	213 G.
b. Miscellaneous.					
H. 207	Fees for registration of nurses further regulated (based on H. 205).	P. H. H. W. & M.	Rep. N. P.	-	-
H. 435	Licenses for aliens.	L. A.	L. W.	Ac.	-
H. 715	Residents only of cities and towns to be granted junk-dealers' licenses.	L. A.	L. W.	Ac.	-
H. 716	Junk-dealers' licenses may be suspended.	L. A.	L. W.	Ac.	-
H. 909	Membership and salaries of the Board of Registration of Nurses further regulated.	P. S.	L. W.	Ac.	-
H. 1473	Licenses to lobster fishermen, issuance of, further regulated.	F. & G.	Rep.	-	212 G.
H. 1511	Fees for certified statements from various boards of registration regulated (based on H. 1185).	Jt. W. & M.	Rep.	H. sub. H. 1525	-
H. 1525	Fees for certified statements from various boards of registration regulated (based on H. 1185).	-	-	- ¹	217 G.

15. PUBLIC EMPLOYMENT.

a. Employees under Civil Service Law.					
1. General.					
S. 14	Reinstatement of certain persons in the public service.	P. S.	S. 225	-	-
S. 225	Reinstatement of certain persons in the public service (based on S. 14).	P. S.	N. P.	Bill rej. by S.	-
S. 315	Classification and control of certain offices (based on H. 1175).	P. S.	O. P. Ch.	Am. into S. 370	-
S. 370	Classification and control of certain offices (based on S. 315).	H. W. & M.	O. P.	Sub. by S. for S. 315	223 G.
H. 96	Extension of the Civil Service Law to counties (based on H. 95).	P. S.	N. L.	Ac.	-
H. 97	Certification of employees regulated (based on H. 95).	P. S.	N. L.	Ac.	-

¹ H. 1511 as amended and passed to be engrossed.

15. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	a. Employees under Civil Service Law — Con.				
	1. <i>General</i> — Con.				
H. 455	Removal, suspension, and reduction of employees regulated.	P. S.	H. 1384	-	-
H. 627	Extension of the Civil Service Law to certain municipal employees.	P. S.	L. W.	Ac.	-
H. 771	Building commissioners, inspectors, etc., under civil service.	P. S.	L. W.	Ac.	-
H. 908	Removals and suspensions in the classified service regulated.	P. S.	H. 1384	-	-
H. 1035	Duties of the Civil Service Commission enlarged.	P. S.	H. 1384	-	-
H. 1384	Removals, suspensions, and reductions in the classified civil service regulated (based on H. 455, H. 908, H. 1035).	P. S. Cos.	O. P. O. P. Ch.	Am. by H. H. sub. H. 1492.	- -
H. 1492	Removals, suspensions, and reductions in the classified civil service regulated (based on H. 455, H. 908, H. 1035).	- S. W. & M.	- O. P. Ch.	- Am. by S.	- 247 G.
	2. <i>Firemen and Policemen.</i>				
H. 401	Chief of the fire department of the town of Hudson.	P. S.	H. 1343	-	-
H. 420	Reorganization of the District Police, . . .	Adm. & C.	L. W.	Ac.	-
H. 518	Chief of the Springfield Fire Department, . .	P. S.	Rep.	-	34 S.
H. 761	Status of police officers in the classified service now serving in the U. S. army or navy.	P. S.	L. W.	Ac.	-
H. 762	Chief engineer, and first and second engineers of the Brockton Fire Department.	P. S.	Rep.	-	59 S.
H. 773	Chief of police of the town of Wareham, . . .	P. S.	Rep.	H. sub. H. 1334	-
H. 774	Beverly chief of police, . . .	P. S.	L. W.	Ac.	-
H. 1334	Chief of police of the town of Wareham (based on H. 773).	H. B. 3d R.	Rep.	Sub. by H. for H. 773	99 S.
H. 1342	Chief of police of the town of Hudson, . . .	P. S.	Rep.	-	107 S.
H. 1343	Chief of the fire department of the town of Hudson (based on H. 401).	P. S.	Rep.	H. sub. H. 1375	-
H. 1375	Chief of the fire department of the town of Hudson (based on H. 1343).	H. B. 3d R.	Rep.	Sub. by H. for H. 1343	108 S.
H. 1503	Attleboro Chief of Police,	Cit.	Rep.	- -2	-
	3. <i>Public Employees in Military or Naval Service.</i>				
H. 454	To preserve the civil service ratings of persons in military or naval service.	P. S. P. S.	L. W. H. 1373	Recom. -	- -
H. 624	Civil service positions for honorably discharged sailors or soldiers.	P. S.	L. W.	Ac.	-
H. 625	To exempt Spanish American War veterans from civil service regulations.	P. S.	L. W.	Ac.	-
H. 761	To define the status of police officers in the classified service now serving in the U. S. army or navy.	P. S.	L. W.	Ac.	-
H. 907	Non-removal or suspension of veteran soldiers and sailors in the service of the Commonwealth.	P. S.	L. W.	Ac.	-
H. 1036	To preserve the civil service standing of soldiers and sailors.	P. S.	H. 1373	-	-
H. 1373	To preserve the civil service standing of soldiers and sailors (based on H. 454, H. 1036).	P. S.	Rep.	H. sub. H. 1411	-
H. 1381	Leave of absence for municipal officers wishing to enter U. S. military or naval service.	Tns.	H. 1435	-	-
H. 1411	To preserve the civil service standing of soldiers and sailors (based on H. 1373).	H. B. 3d R.	Rep.	Sub. by H. for H. 1373	160 G.
H. 1435	Authorizing cities and towns to fill temporarily positions of municipal officers engaged in military or naval service (based on H. 1381).	Tns.	Rep.	Am. by S.	185 G.

1 Moved to be substituted for H. 1384 as amended.

2 Referred to next General Court under the 12th Joint Rule.

15. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	a. Employees under Civil Service Law — Con.				
	4. Other Public Employees.				
S. 20	Transfer of employees and laborers in the service of the Boston Transit Commission.	Met. Aff. S. B. 3d R.	Rep. H. 1217	Recons. Am.	—
S. 48	Chicopee Superintendent of Streets,	P. S.	Rep.	—	38 S.
S. 183	More inspectors for the Metropolitan District Fire Prevention Commission under civil service.	Met. Aff.	L. W.	Ac.	—
S. 219	Chimer of the City of Fall River,	P. S.	L. W.	Ac.	—
H. 99	Appointment of heads of departments and members of municipal boards of the City of Boston (based on H. 95).	P. S.	N. L.	Ac.	—
H. 898	To exempt from civil service rules certain employees of the Metropolitan Water and Sewerage Board.	P. S.	L. W.	Ac.	—
H. 899	Superintendents of streets and street commissioners of cities and towns.	P. S.	L. W.	Ac.	—
H. 900	Superintendent of public buildings of Fall River.	P. S.	Rep.	Am. and rej. by H.	—
H. 906	Janitors of county buildings,	P. S.	L. W.	Ac.	—
H. 1037	Chicopee Superintendent of Streets,	P. S.	L. W.	Ac.	—
H. 1134	Springfield Building Commissioner,	P. S.	Rep.	—	116 S.
H. 1217	Transfer of Boston Transit Commission laborers and employees.	S. B. 3d R.	Rep.	Sub. by H. for S. 20	24 G.
H. 1451	Attendance officer of Watertown public schools,	Tns.	Rep.	—	156 S.
	b. Wages and Salaries.				
	1. State Employees (General).				
S. 49	To establish salaries of State inspectors of weights and measures.	P. S.	L. W.	Ac.	—
S. 214	To establish compensation of certain employees in State institutions.	P. S.	L. W.	Ac.	—
S. 316	Joint Committee for investigation of salaries of State employees (based on H. 1175).	P. S.	Rep.	See S. 395	—
S. 346	To establish salaries of members of the State Board of Conciliation and Arbitration (based on H. 1154).	—	—	N. D. of H. 1154	—
S. 395	Joint Committee for investigation of salaries of State and county officers and employees (based on H. 1175).	H. W. & M. P. S.	O. P. Ch. Rep.	Am. by H. Recess Com.	225 G.
S. 396	Compensation of certain employees of the Commonwealth and counties.	P. S.	Rep.	—	—
S. 411	Compensation of certain employees of the Commonwealth and counties (based on S. 396).	S. W. & M. S. W. & M. S. W. & M.	N. D. O. P. N. D. S. 423	S. 411 Recom.	—
S. 415	Joint Committee for investigation of salaries, etc. (based on S. 395).	P. S.	O. P.	—	—
S. 418	To establish salaries of officers, members, clerks, and stenographers of the District Police.	Jt. R.	O. P.	—	Res. 86
S. 419	Additional temporary inspectors for the State Board of Labor and Industries (based on H. 1533).	S. W. & M. P. S. W. & M.	O. P. Ch. O. P. Ch. O. P.	Sub. by S. for H. 184 Am. by S.	275 G.
S. 423	Compensation of certain employees of the Commonwealth and counties (based on S. 411).	W. & M. Cos.	O. P. O. P.	—	276 G.
H. 91	To establish salaries of prison officers (based on H. 80).	P. S.	N. G. C.	Ac.	—
H. 183	To establish salaries, etc., of clerical force in the District Police (based on H. 180).	P. S.	N. L.	Ac.	—
H. 184	To establish salaries of officers, members, clerks, and stenographers of the District Police (based on H. 180).	P. S.	Rep.	S. sub. S. 418	—
H. 187	To establish salaries, etc. of State inspectors of weights and measures (based on H. 186).	Mer. Aff.	H. 1389	—	—
H. 188	Appointment of additional State inspectors of weights and measures (based on H. 180).	Mer. Aff.	H. 1389	—	—
H. 200	To establish salaries of certain employees in the employ of the Commissioner of State Aid and Pensions (based on H. 198).	P. S.	H. 1388	—	—

15. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Wages and Salaries — Con.				
	1. State Employees (General) — Con.				
H. 348	To establish wages of certain employees of the Commission on Waterways and Public Lands.	P. S.	L. W.	Ac.	-
H. 349	Reimbursement for loss of wages by special police officers of the District Police.	P. S. H. W. & M.	Rep. N. D. H. 1226	-	-
H. 350	Standardization of grades and salaries in the civil engineering service of the Commonwealth.	P. S.	L. W.	Ac.	-
H. 400	To establish salaries of certain State employees.	P. S.	L. W.	Ac.	-
H. 618	Standardization of certain salaries in the Executive Department.	P. S.	N. G. C.	Ac.	-
H. 622	Appointment and compensation of parole clerk in the Massachusetts Reformatory.	P. S.	N. G. C.	Ac.	-
H. 623	Employees of the Commonwealth entitled to temporary increase in salary.	P. S.	L. W.	Ac.	-
H. 763	To establish salary of clerk at State Prison, and clerk at Massachusetts Reformatory.	P. S.	L. W.	Ac.	-
H. 778	To extend functions and increase salaries of members of the Civil Service Commission.	P. S.	L. W.	Ac.	-
H. 895	To establish salaries of assistants in the Department of the Adjutant General.	P. S.	N. G. C.	Ac.	-
H. 896	To reimburse certain State employees for loss of increase of salaries.	P. S.	H. 1543	-	-
H. 897	Appointment and salary of parole officer at the Massachusetts Reformatory.	P. S.	N. G. C.	Ac.	-
H. 1031	Appointment and salary of parole clerk of the Massachusetts Reformatory.	P. S.	N. G. C.	Ac.	-
H. 1032	To provide for payment of overtime work by employees of the Commonwealth.	P. S.	L. W.	Ac.	-
H. 1033	To establish compensation of elevator men employed in the State House.	P. S.	H. 1546	-	-
H. 1154	To establish salaries of the members and secretary of the State Board of Conciliation and Arbitration.	P. S. S. W. & M.	N. G. C. O. P. N. D. S. 346	S. sub. bill for N. G. C.	-
H. 1175	Report of special committee on the standardization of salaries in the State service.	Sp. Com.	S. 315 ¹	- ²	-
H. 1226	To reimburse certain employees of the District Police for loss of wages (based on H. 349).	P. S. W. & M.	Rep. Rep.	-	-
H. 1388	To establish salaries of assistants, clerks, and agents of the Commissioner of State Aid and Pensions (based on H. 198, H. 200, H. 770).	P. S. W. & M.	O. P. O. P.	Am. by S.	Res. 21 164 G.
H. 1389	To establish salaries, etc., of inspectors in the office of the Commissioner of Standards ³ (based on H. 188, H. 200).	Mer. Aff. W. & M.	O. P. O. P.	-	- 218 G.
H. 1543	To reimburse certain State employees for loss of increase of salaries (based on H. 896).	P. S. H. W. & M.	Rep. N. P.	Bill rej. by H.	-
	2. Public Employees in Military or Naval Service.				
H. 136	Compensation of city and town employees in active service in the Massachusetts State Guard.	Mil. Aff.	L. W.	Ac.	-
H. 396	Monthly payments for drafted city and town employees.	Mil. Aff.	H. 1275	-	-
H. 874	To authorize cities, towns and counties to pay to employees part salary while in the U. S. military or naval service.	Mil. Aff.	H. 1275	-	-
H. 875	To authorize counties, cities and towns to pay employees the difference between their military and regular salaries.	Mil. Aff.	H. 1275	-	-
H. 1007	To authorize counties, cities and towns to pay employees the difference between their military and regular salaries.	Mil. Aff.	H. 1275	-	-

¹ See under *Employees under Civil Service*, p. 69.² See also Senate Bills 316, 395, 415.³ Name changed from Commissioner of Weights and Measures. See Gen. Acts, 1918, c. 218, § 1.

15. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
b. Wages and Salaries — Con.					
<i>2. Public Employees in Military or Naval Service — Con.</i>					
H. 1008	To authorize counties, cities and towns to pay to employees the difference between their military and regular salaries.	Mil. Aff.	H. 1275	-	-
H. 1120	Compensation for State employees while on duty as members of the State Guard.	Mil. Aff.	L. W.	Ac.	-
H. 1275	To authorize counties, cities and towns to pay to employees the difference between their military and regular salaries.	Mil. Aff.	O. P.	Am. by H. Recons.	-
		Mil. Aff.	Rep.	H. sub. H. 1289	-
H. 1289	To authorize counties, cities and towns to pay to employees the difference between their military and regular salaries.	S. W. & M.	O. P.	-1	-
<i>3. Certain Employees at the State House.</i>					
S. 163	Compensation for travel by doorkeepers and assistants of the General Court (based on H. 620).	P. S. W. & M.	O. P. O. P.	-	-
S. 309	Compensation of certain employees of the General Court (based on H. 621).	S. B. 3d R.	Rep.	Am. by S.	66 G.
				Sub. by S. for H. 621	-
S. 314	Compensation of certain legislative employees of the General Court (based on S. 309).	-	-	S. sub. S. 314	-
H. 619	Classification of employees appointed by the Sergeant-at-Arms.	P. S. H. W. & M.	Rep. N. P.	Sub. by S. for S. 309	118 G.
H. 620	Compensation for travel by doorkeepers and their assistants of the General Court.	P. S.	S. 163	-	-
H. 621	Compensation of legislative employees, . . .	P. S. W. & M.	L. W. O. P. Ch.	Ac.	-
H. 768	Appointment and compensation of assistant clerk for the Legislative Document Division.	P. S.	N. G. C.	Bill sub. for L. W. S. sub. S. 309	-
H. 1034	To increase wages of scrubwomen, . . .	P. S.	L. W.	Ac.	-
H. 1546	Compensation of assistant watchmen and elevator men (based on H. 1033).	P. S. H. W. & M.	Rep. O. P.	-	-
H. 1572	Compensation of assistant watchmen and elevator men (based on H. 1546).	H. B. 3d R.	Rep.	H. sub. H. 1572	-
		S. W. & M.	O. P.	Sub. by H. for H. 1546	-
				-	242 G.
<i>4. School Teachers.</i>					
S. 340	Minimum salary for certain teachers (based on H. 1069).	Ed. S. W. & M.	O. P. O. P.	Am. by S.	-
H. 1069	Minimum salary for school teachers, . . .	Ed.	S. 340 S. 341	-	197 G.
				-	-
<i>5. County Employees.²</i>					
S. 212	Clerical assistance for county treasurers and salary therefor.	P. S.	L. W.	Recom.	-
S. 339	Clerical assistance for Essex county treasurer, .	P. S.	N. G. C.	S. sub. S. 339	-
		-	-	Sub. by S. for S. 212	-
S. 357	Clerical assistance for Essex County treasurer (based on S. 339).	S. W. & M. S. W. & M. Cos.	S. 357 O. P. N. G. C.	-	-
S. 396	Temporary increase in salary of certain county employees.	P. S.	Rep.	Ac.	-
S. 411	Temporary increase in salary for certain State and county employees (based on S. 396).	S. W. & M.	N. D. S. 411	-	-
S. 423	Temporary increase in salary for certain State and county employees (based on S. 411).	S. W. & M.	O. P. N. D. S. 423	Recom.	-
H. 139	Clerical assistance for Hampshire County Treasurer.	S. W. & M. Cos.	O. P. O. P.	-	260 G.
		P. S. S. W. & M. Cos.	L. W. O. P.	Recom.	-
H. 772	Salaries of officers in county penal institutions,	P. S.	N. D. H. 1533	-	162 G.
H. 1155	To establish grades for salaries of clerks of county treasurers.	P. S.	L. W.	Ac.	-
H. 1533	Minimum salaries for officers of county penal institutions (based on H. 772).	P. S. Cos. S. W. & M.	Rep. O. P. O. P. Ch.	-	-
				Am. by H. Am. by S.	240 G.

¹ House 1275, as amended and passed to be engrossed. Bill rejected by the Senate.² Bills relative to the salaries of clerks of courts and court officers have been omitted.

15. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Wages and Salaries — Con.				
	5. County Employees — Con.				
H. 1534	Minimum salaries for officers of county penal institutions (based on H. 772).	-	-	-	-
	6. City and Town Officers and Employees.				
H. 234	Compensation of probation officers (based on H. 232).	S. W.	N. G. C.	Ac.	-
H. 424	Wages of employees of the city of Worcester.	Cit.	Rep.	Am. by S.	84 S.
H. 608	Approval of pay-rolls, etc., in cities other than Boston.	M. F.	Rep.	-	23 G.
H. 1001	Establishment and salaries for a Boston Junior Police Department.	Met. Aff.	L. W.	Ac.	-
H. 1460	Compensation of reserve police officers in the city of Revere.	Cit.	Rep.	-	150 S.
H. 1507	Salaries of the officers of the city of Beverly regulated.	Cit.	L. W.	Ac.	-
	7. Miscellaneous.				
S. 35	Wages of certain employees of the Metropolitan Water and Sewerage Board and the Metropolitan Park Commission.	Met. Aff.	L. W.	Ac.	-
S. 316	Appointment of joint commission for investigation of salaries and vacations of public employees (based on H. 1175 ²).	P. S.	Rep.	See S. 395 ² See S. 415 ²	- -
	c. Hours of Labor.				
S. 103	Day and night forces, and hours thereof, for permanent members of fire departments.	Cit.	N. G. C.	Ac.	-
S. 313	Two-platoon service for firemen in Holyoke (based on H. 423).	-	-	Sub. by S. for H. 423	128 S.
H. 352	Hours of labor of laborers, workmen, and mechanics employed on highways and bridges under the supervision of the Massachusetts Highway Commission.	R. & B.	L. W.	Ac.	-
H. 423	Two-platoon service for fire forces in Holyoke.	Cit.	N. G. C.	S. sub. S. 313	-
H. 824	Hours of duty of members of the fire department of the City of Boston.	Cit.	N. G. C.	Ac.	-
	d. Vacations, Half-holidays and Days Off.				
S. 21	Vacations for certain metropolitan employees.	Met. Aff.	L. W.	Ac.	-
S. 56	Half-holiday for laborers in the town of Needham.	Tns.	L. W.	Ac.	-
H. 379	Saturday half-holiday for laborers, teamsters, and mechanics in the city of Quincy.	Cit.	Rep.	-	32 S.
H. 380	Half-holiday for laborers in the city of Waltham.	Cit.	H. 1256	-	-
H. 381	Vacations for laborers in the City of Newton.	Cit.	L. W.	Ac.	-
H. 681	Days off for Boston policemen.	Cit.	L. W.	Ac.	-
H. 683	Time off for firemen in Chelsea.	Cit.	N. G. C.	Ac.	-
H. 684	Time off for policemen in certain cities.	Cit.	L. W.	Ac.	-
H. 905	Vacations for laborers, workmen and mechanics employed by the Commonwealth.	P. S.	L. W.	Ac.	-
H. 1256	Saturday half-holiday for laborers, teamsters and mechanics employed by the City of Waltham (based on H. 380).	Cit.	Rep.	-	80 S.
	e. Corrupt Practices.				
S. 46	Police officers not to act as interpreters, when.	L. A.	L. W.	Ac.	-
S. 220	Holding of more than one of certain offices in Bristol County prohibited.	P. S.	L. W.	Ac.	-
S. 279	To protect public employees from extortion for campaign purposes.	E. L.	Rep.	-	146 G.
H. 495	To prohibit certain public officers from soliciting attorneys in certain cases.	J. J.	L. W.	Ac.	-

¹ Moved to be substituted for H. 1533; motion rejected.² See under *State Employees (General)*, p. 71.

15. PUBLIC EMPLOYMENT — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
f. Miscellaneous.					
S. 24	Women eligible for service on health boards, .	P. H.	L. W.	Ac.	-
S. 84	Appointment of weighers and surveyors regulated.	Mer. Aff.	Rep.	-	-
S. 153	Police officers for temporary service in the Metropolitan Park Commission.	S. B. 3d R.	S. 276	-	-
S. 276	Appointment of local weighers and measurers and surveyors of commodities (based on S. 84).	Met. Aff.	O. P.	-	-
		W. & M.	O. P.	-	82 G.
		S. B. 3d R.	Rep.	-	65 G.
H. 190	Appointment of weighers of coal, coke and charcoal (based on H. 186).	Mer. Aff.	N. L.	Ac.	-
H. 228	Appointment and removal of inspection force of the State Board of Labor and Industries.	P. S.	N. L.	Ac.	-
H. 233	Deputy sheriffs not to be eligible to appointment as probation officers (based on H. 232).	S. W.	N. G. C.	Ac.	-
H. 503	Inspectors of masonry to have practical experience.	Mer. Aff.	L. W.	Ac.	-
H. 513	Appointment of school nurses, .	P. H.	L. W.	Ac.	-
H. 555	To place Somerville school janitors under jurisdiction of the school committee.	Cit.	L. W.	Ac.	-
H. 556	To place Somerville school janitors under jurisdiction of the school committee.	Cit.	L. W.	Ac.	-
H. 671	Appointment of tree wardens in towns, .	Ag.	Rep.	Bill rej. by H.	-
H. 775	Additional watchmen at the State House, .	P. S.	H. 1268	-	-
H. 856	To authorize appointment of women as special police officers.	L. A.	H. 1391	-	-
H. 954	To require teachers to take oath of allegiance to the United States.	Ed.	L. W.	Ac.	-
H. 1043	Junior police organizations for cities and towns, .	S. W.	L. W.	Ac.	-
H. 1252	To authorize the governor to increase temporarily the force of the District Police.	P. S.	Rep.	-	37 G.
H. 1268	Additional watchmen at the State House (based on H. 775).	W. & M.	O. P.	-	-
H. 1391	To authorize appointment of women as special police officers (based on H. 856).	P. S.	Rep.	-	-
		W. & M.	O. P.	-	84 G.
		L. A.	Rep.	Am. by S.	168 G.
H. 1425	Promotion of call firemen in Marlborough, .	Cit.	Rep.	Am. by S.	158 S.
H. 1545	Appointment of treasurers and stewards in State institutions (based on H. 1185).	H. W. & M.	Rep.	-	239 G.
H. 1622	Bonds required of certain employees of the Commonwealth.	H. W. & M.	Rep.	-	294 G.
P. D. 12	Separation of the Detective Department and Boiler Inspection Department of the District Police.	Adm. & C.	N. L.	Ac.	-

16. RAILROAD LABOR.

H. 358	Hours of labor of employees of street railway companies.	S. Rys.	L. W.	Ac.	-
H. 792	To suspend the law regulating hours of labor of street railway employees during the war.	S. Rys.	L. W.	Ac.	-

17. PRISON LABOR.

H. 76	Use of prison labor at the Rutland State Sanatorium (based on H. 62).	P. I.	H. 1466 ¹	-	-
H. 80	Compensation for inmates of prisons recommended.	P. I.	N. L.	Ac.	-
H. 85	To provide for taking of land for the employment of prisoners (based on H. 80).	P. I.	H. 1467	-	-
H. 93	Compensation for inmates of the State Prison, Reformatory for Women, and the Prison Camp and Hospital (based on H. 80).	P. I.	Rep.	-	-
		H. W. & M.	N. P.	Ac.	-

¹ See under *Industrial Sanitation*, p. 61.

17. PRISON LABOR — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 336	Penalty for escape of prisoners while at work,	J. J.	L. W.	Ac.	-
H. 345	Employment of certain convicts in road construction.	P. I.	L. W.	Ac.	-
H. 346	Labor of prisoners on land used for agricultural and domestic purposes.	P. I. S. W. & M. Cos.	Rep. O. P. O. P. Ch.	- - Am. rej. by H.	- - 159 G.
H. 434	Custody of prisoners removed to county industrial farms.	J. J.	H. 1361	-	-
H. 1361	Custody of prisoners removed to county industrial farms (based on H. 434).	J. J.	Rep.	Am. by H.	156 G.
H. 1467	Purchase of land on which to employ prisoners in farming (based on H. 80, H. 85).	P. I. H. W. & M.	O. P. O. P.	- N. G. C.	- -

18. LEGAL HOLIDAYS.

H. 128	Designating the twelfth day of February of each year a legal holiday to be known as "Lincoln Day."	L. A.	L. W.	Ac.	-
H. 299	Designating the first Monday of October as Massachusetts Day.	Ed.	L. W.	Ac.	-

19. SUNDAY LABOR AND WEEKLY DAY OF REST.

S. 272	To permit the taking of animals from traps on the Lord's Day (based on H. 39).	-	-	Sub. by S. for H. 39	-
H. 39	To permit the taking of animals from traps on the Lord's day (based on H. 34).	S. B. 3d R. F. & G.	Rep. Rep.	- S. sub. S. 272	53 G. -
H. 440	To permit the carrying on of the business of bootblacking on the Lord's Day.	L. A.	L. W.	Ac.	-
H. 499	To permit playing of baseball and golf on the Lord's Day.	L. A.	L. W.	Ac.	-
H. 501	To permit fishing on the Lord's Day,	L. A.	L. W.	Ac.	-

20. HOUSING OF WORKING PEOPLE.

S. 87	To authorize cities and towns to make grants of land for homestead purposes.	S. W.	L. W.	S. sub. S. 392 for L. W.	-
S. 299	Boards of survey for towns (based on S. 299, H. 360).	Tns.	Rep.	-	135 G.
S. 392	To authorize cities and towns to provide their citizens with homesteads (based on S. 87).	-	-	-1	-
S. 410	To authorize cities and towns to provide their citizens with homesteads (Senate 392 as passed to be engrossed).	-	-	N. D. of S. 392 Rej. by H.	-
H. 231	To authorize the Homestead Commission to provide homesteads for citizens.	Tns.	H. 1447	-	-
H. 529	To authorize the Homestead Commission to construct homesteads in Holyoke.	S. W.	L. W.	Ac.	-
H. 783	To authorize the city of Worcester to provide homesteads for citizens.	S. W.	L. W.	Ac.	-
H. 784	To authorize the Homestead Commission to provide homesteads for citizens of Worcester.	S. W.	L. W.	Ac.	-
H. 785	To authorize cities to constitute planning boards as boards of survey.	S. W.	L. W.	Ac.	-
H. 913	To authorize the city of Lawrence to provide homesteads for its citizens.	S. W.	L. W.	Ac.	-

¹ Substituted by Senate for L. W. on S. 87, N. D. S. 410.

20. HOUSING OF WORKING PEOPLE — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 914	To authorize the city of New Bedford to provide homesteads for its citizens.	S. W.	L. W.	Ac.	-
H. 1059	Relative to payment of loans secured by mortgages on homesteads.	B. & B.	L. W.	Ac.	-
H. 1140	To authorize the Homestead Commission to construct homesteads in Haverhill.	S. W.	L. W.	Ac.	-
H. 1210	Additional copies of the annual report of the Homestead Commission.	Jt. W. & M.	Rep.	-	Res. 20
H. 1447	To enlarge the powers of the Homestead Commission (based on H. 231).	S. W. W. & M.	O. P. O. P. Ch.	- Am. by S.	- 204 G.

21. MISCELLANEOUS.

S. 204	Furniture movers to report regarding removals,	L. A.	N. G. C.	Ac.	-
S. 420	Investigation of the State Board of Labor and Industries (based on H. 1583).	P. S.	O. P.	-	Res. 73
H. 19	Annual summary of labor statistics by the Bureau of Statistics.	-	-	- ¹	-
H. 308	Furniture movers to report regarding removals,	L. A.	N. G. C.	Ac.	-
H. 385	Employment of certain aliens in military and other service.	F. R.	H. 302	-	-
H. 982	Furniture movers to report regarding removals,	L. A.	N. G. C.	Ac.	-
H. 1096	Exchange of vouchers or receipts between employers and employees in certain cases.	La.	L. W.	Ac.	-

¹ Placed on file.

III.

RECOMMENDATIONS CONCERNING LABOR IN THE INAUGURAL ADDRESS OF THE GOVERNOR, 1918.

THE WAR, AND THE SHORTAGE OF LABOR.

. . . On the tenth of last February our Committee of Public Safety was appointed, — the first committee of that kind in any State in the Union. This committee has developed a most effective organization. Under the leadership of its chairman, Mr. James J. Storrow, and its executive manager, Mr. Henry B. Endicott, it has helped greatly in the war work of the Commonwealth, and has rendered invaluable assistance in adjusting industrial disputes and securing fuel and food. The men upon this committee, however, are only representative of the great mass of citizens of the Commonwealth. Patriotism is everywhere. The desire to help the country is everywhere. The farmers have made sacrifices to augment the production of food. Large numbers of boys have volunteered to work upon the farms in order to supply the shortage of labor, and have given their services without pay. Lawyers, physicians, journalists, men of business, working men, — including the leaders of labor organizations, — judges upon the bench, earnest and patriotic women by the tens of thousands have eagerly sought avenues of service, and have helped make the Commonwealth a compact and organized unit in supporting the country.

WORKMEN'S COMPENSATION.

During the year ending June 30, 1913, which was the first year of the Workmen's Compensation Act, there was paid out to injured workers in the form of compensation and medical assistance \$1,667,000. In the year ending last June there was paid out over \$5,000,000 for compensation and medical treatment. This increase is great and appalling. During the last two years accidents have nearly doubled in number and severity. Reports indicate that since last June the increase has mounted to an even greater degree, — due in a measure to the supplanting of old and experienced workers by those who were inexperienced. It has been estimated that more people are now killed and injured in industry in the United States in a four-year period than were killed in battle or died of disease or wounds during the entire Civil War. This wastage of human life creates a heavy and an unpardonable drain in time of peace, but it is even more deplorable in time of war. We should increase the safeguards against accidents. There is a great social loss in addition to the individual loss which is suffered. Compensation is a very necessary and beneficent thing, but the prevention of the destruction of the lives and limbs of workers is far better than compensation, which cannot restore them again. It is estimated that the economic waste from accidents alone in the Commonwealth exceeds fifteen millions of dollars every year. I recommend that the Legislature carefully investigate this subject, with a view to providing remedial legislation.

INDUSTRIAL HEALTH INSURANCE.

There is another subject which is kindred to the one I have just referred to, and is of no less importance. In my address to the General Court a year ago I referred to the subject of health insurance for the protection and promotion of the physical well-being of the workers of the Commonwealth. The Board of Charity and Bureau of Statistics have recently undertaken the study of the causes of dependency of widows with families receiving assistance under the Mothers' Aid Law. This beneficent measure, designed to prevent the breaking of family ties, now aids over three thousand families, at an expense of approximately one million dollars each year. The investigation shows that the dependency in three cases out of four is caused by the death from sickness of the father in his prime. Where the dependency was caused by incapacity instead of death, sickness was again the preponderating cause. The men whose families were thus deprived of support had previously been employed as skilled workmen with good wages, and yet they were unable to make provision against death or serious illness. Life insurance had been sought by many of them, but the amount of the insurance had been totally inadequate — amounting in most instances to but a few hundred dollars — and was largely consumed by expenses of the last sickness and of burial. I believe these facts, and others to be found in the report to which I have referred, should receive the consideration of the General Court. They indicate that the illness of our workers is a chief cause of the dependency which costs us great sums of money each year, and that a further cause is to be found in the premature death of productive workmen. A great amount of this staggering loss and the resulting expense might be averted by prompt and adequate medical care, such as a well-organized system of health insurance would supply, and such as it does supply in those countries which have established such a system. As I have said, general legislation should at the present session be undertaken with unusual caution. But the care of the workers has a very special reference to our efficiency in war. Their labor becomes all the more necessary, for the struggle is not merely between men, but between the productive forces of the nations.

New and untrained workers, especially women, who are entering employments heretofore carried on exclusively by men, must be protected if we are to avoid the costly mistakes made by some of the nations during the earlier years of the war. The places left in our social order by the men who have entered the military service must be taken by others, who in the first instance require training and are particularly subject to accident. We should not permit our industrial life to slacken. The farms and mills and factories which are essential to our strength should be kept producing at full capacity. Good authorities declare that for every man on the battle front seven are required at home to keep him an effective fighting unit. No subject can better engage your attention at a time like this than that which relates to the conservation of the human resources of the Commonwealth and the preservation and the efficiency of her men and women. A comprehensive system which would so far as possible do away with the waste resulting from accident and sickness would be a wise, humane and beneficent measure. It would strengthen the hands of the country in war, and would result in the saving of very many millions of dollars each year to the Commonwealth. At the last session the committee of the Legislature which considered my recommendations for health and old age insurance were of the opinion that

the advent of the war, after I had made my recommendations, made it advisable, as a measure of present economy, to adjourn their consideration. That view would necessitate their further adjournment until the end of the war. I believe firmly in the wisdom and justice both of health and of old age insurance, and of the inevitableness of their coming. Very much is to be said in favor of both even in war time, and especially in favor of the immediate conservation of the health of our workers.

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CONTINUATION SCHOOLS.

The war must not distract our attention from the necessity of education. There has been a marked falling off in the number of scholars in our normal schools which will have a tendency to lessen the number of our trained teachers. The high wages of labor encourage young people to leave school and seek employment. The money thus obtained is often needed in the homes. In order that this condition may interfere as little as possible with the education of the boys and girls, it would seem to be wise that the attendance upon our continuation schools in such cases should be made compulsory throughout the Commonwealth, as it is now in the city of Boston.

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VOCATIONAL EDUCATION.

I also recommend the study of the question of educating men who may find it necessary, on account of injury received in the service, to renew the same or adopt some form of employment other than that which they had followed before entering the service, should the national government not make proper provision for such kind of education.

IV.

TABLE SHOWING DISPOSITION OF STATUTES CITED IN THIS BULLETIN.

NOTE. — References to chapters and sections refer to the statutes. Paragraph numbers refer to the paragraphs in this bulletin. In the columns headed "chapter" the chapter numbers have not been repeated. Where a dash appears in the column headed "section" it indicates that reference is made to the entire act.

1863.			Revised Laws — Con.			1909 — Con.		
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220	—	926G	98	1-5	1369A	514	48	462A
				2	1369		104	197
	1895.		102	29	987A		112	497
475	—	{ 886B 886C	197	17	542A			
			225	15	1315			
				1903.				
	1898.					445	—	973
467	14	694A	253	—	736J	554	1	987A
			437	93	790A	559	1	506
							3	{ 506 741
	1899.			1904.		619	—	705A
299	—	886A	314	—	1115		3	724
				1	1111		4	724A
				2	{ 1112 1113		5	724B
	Revised Laws.				1369		6	{ 726A 726B 726C 726D
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19	15	1092		3				
	25	1157					9	
	37	1143A		1905.				
32	71-76	736J			{ 1113 1115			
42	11	389	243	—				
44	1	389						
65	1	984A		1906.		90	—	736J
	5, 6	984B				144	4	1182G
	11	984C			{ 1115 1116	338	3	724
	13	984	210	1	1117		4	724A
		{ 988 989 990 991		2			5	724B
	14			1907.			6	{ 726A 726B 726C 726D
		{ 437 986 987	465	27	82			1143A
	15		561	12	758	468	1	869A
		{ 987 988	576	71	675C	471	1	871A
	16			75	675B		3	923A
	19	{ 989 990		1909.			4, 9	1123A
						494	—	699
	20	991	423	1	1371A			{ 705A 698 699
	23	994	490	1—	1400A	532	—	
	27	998	514	—	196H		3	
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	5	701	600	—	1123A			{ 990
	6	702		5	1097			{ 991
	9	705	688	—	1123A			{ 994
624	1	1113	707	—	926E		12	998
634	—	705A	708	4	594	257	2	707E
	3	712	714	1	1148A	296	—	1161AA
	4	715A		7	194	306	5	{ 542
	5	{ 717A	783	—	1228B			{ 542A
		{ 717B	1915 (General Acts).			1916 (Resolves).		
		{ 714B				106	—	926F
		{ 714C	74	—	25A			
	6	{ 714D	75	—	497			
		{ 714E	118	2	790A	1917 (General Acts).		
		{ 714F	168	—	744D	6	1	1190A
751	19	594	177	—	1361	86	—	1132A
	15	604	216	—	197	130	—	987A
	23	604	244	—	694A	215	5	871A
			251	—	1115	237	3	984C
	1912.				{ 989	249	1	594
			253	1	{ 990	254	—	1182F
363	2	{ 698	253	2	991	258	3, 4	1361B
		{ 699		4	994	310	2	133B
	3	700	259	—	1123A			{ 1123A
	4	702	267	32	1148A	323	—	{ 1161B
528	—	1123A	287	—	647C			{ 1161C
546	—	{ 1206A	288	—	1123A			
		{ 1212-14	292	—	525A	1917 (Special Acts).		
571	5	604	292	1, 2, 3	542	121	1	736J
726	8	25A		3	517C			
					{ 542	1918 (General Acts).		
	1913.			10	{ 542A	23	—	1184
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520	1	1184		9	1085I			{ 783B
633	2	1361	1916 (General Acts).			42	1	1400A
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	5	707D	65	1	236B	87	—	497
	6	707E	88	—	718	104	1	714B
			89	—	973		2	714B
	1914.		185	1	871B	110	—	197
180	—	1361	188	1	984	112	1-8	675B
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419	—	699	201	1	934B	118	—	{ 1161B
421	1	236B	229	—	497			{ 1161C
486	1	1137	241	—	1315	119	—	604
510	1	493	242	1	984	125	1, 2	694A
554	—	1123A			{ 986	141	1	933C
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¹ Of Part II.² Part I, § 32.

1918 (General Acts) — Con.

1918 (General Acts) — Con.

1918 (General Acts) — Con.

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149	1, 2	499D
156	1, 2	1361B
159	—	1361
160	1	1157
	2	1157A
168	1	493
172	1, 2	719B
185	1, 2	1182F
192	1, 2	502A
197	—	1182H
204	1	133B
206	1	869A
	2	871A
213	1	1085L
216	1	647C
218	2, 3	1114C
225	1	92A
228	1-7	1123A
230	1-6	933F
231	1-3	933E
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240	1-5	1172C
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246	1	886B
247	1	{ 1111
		{ 1112
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		{ 1113
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248	1	886A
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	92	1092
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	112	707D
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	116	707FF
	117	712
	118	715A
	119	717A
	120	717B
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	128	724B
	129	726A
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	133	726E
	134	705A
	135	718
	136	506
	136	741
	157	1148A
	174	938A
	179	389
	182	194
	183	871B
	257	984A
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	259	984C
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	263	437
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	267	994
	268	998
	279	945
	336	1369
	337	1371A
	338	1369A
	342	1085C
	343	1085I
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	362	790A
	444	542A

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260	1-3	1161D
262	1-6	926G
265	1	517C
	2	525A
	3	522
	4	542
266	—	{ 1 933C
		{ 1 934B
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274	1	886C
275	1-3	64
	4	236B
276	1	25A
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291	11	1 1184
	18	987A
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99	1	1102U
101	—	1 236B
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108	1, 2	1102W
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21	—	2 —
56	—	3 —
69	—	3 —
70	—	744D
73	—	12A
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¹ See footnote to this paragraph.² See footnote on p. 53.³ See footnote on p. 35.

V.

INDEX TO THE LABOR LEGISLATION OF 1915, 1916, AND 1917.

NOTE.—Paragraph numbers refer to paragraphs as appearing in the first division of this bulletin (pages 10 to 59). Each enactment which is an amendment of an earlier enactment has been given the same paragraph number which the earlier enactment had in the Handbook of Labor Laws (issued as Labor Bulletin No. 104 and containing the labor legislation in effect at the close of the legislative session of 1914.) Certain enactments which did not specifically amend any part of the text of the law, as published in the Handbook, but which bear, nevertheless, upon the subject matter contained therein, have been given the same paragraph numbers as those of the paragraphs in the Handbook to which they most nearly correspond, accompanied, however, by a capital letter A, B, etc., indicating that the later enactment is of a supplementary character.

	Paragraph
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Market Garden Field Station at Lexington, provision relative to. (<i>See</i> footnote on page 35.)	
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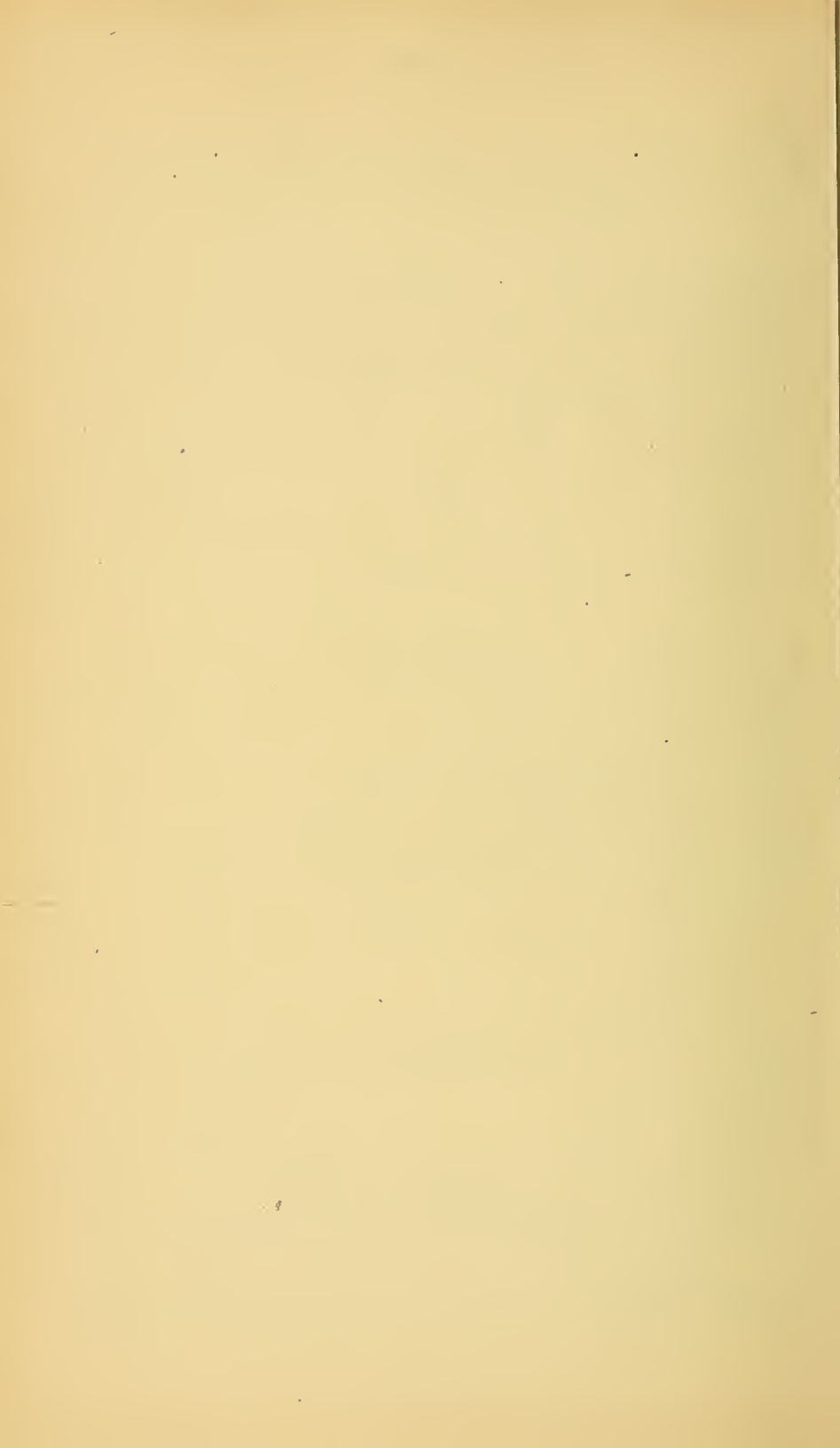
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PUBLICATIONS

OF THE BUREAU OF STATISTICS

I. REPORT ON THE STATISTICS OF LABOR.

(Public Document No. 15.)

The first Annual Report on the Statistics of Labor was published in 1870, the first Labor Bulletin in 1897, and Special Reports have been issued from time to time as occasion required. Beginning with the year 1913 all of these several publications of the Labor Division of the Bureau have been styled "Labor Bulletins," and a certain number of copies have been set aside for binding and publication at the end of the year under the title of the "Annual Report on the Statistics of Labor." The Labor Bulletins are numbered consecutively as issued, and each number contains matter devoted to one subject, concerning labor or the condition of the wage-earning population or questions of economic or social interest.

A list of the Bulletins issued since January 1, 1916, will be found below, any of which will be mailed to applicants upon request. Persons or organizations desiring to receive the Labor Bulletins as issued will be entered on our mailing list upon making application, and exchanges with publications having reference to industrial and social matters will be gladly made.

(A list of the Reports and Bulletins issued prior to January 1, 1916, will be furnished on application.)

- No. 113, March 1, 1916. Fifteenth Annual Directory of Labor Organizations, 1916.
 - No. 114, April 1, 1916. Union Scale of Wages and Hours of Labor in Massachusetts, 1915.
 - No. 115, May 1, 1916. Wages and Hours of Labor in Steam and Electric Railway Service in Massachusetts.
 - No. 116, September 1, 1916. Labor Legislation in Massachusetts, 1916.
 - No. 117, November 1, 1916. Labor Injunctions in Massachusetts.
 - No. 118, December 1, 1916. Eighth Annual Report on Labor Organizations, 1915.
 - No. 119, March 1, 1917. Sixteenth Annual Directory of Labor Organizations, 1917.
 - No. 120, May 1, 1917. Union Scale of Wages and Hours of Labor in Massachusetts, 1916.
 - No. 121, July 1, 1917. Collective Agreements between Employers and Labor Organizations in Massachusetts, 1916.
 - No. 122, September 1, 1917. Labor Legislation in Massachusetts, 1915, 1916, and 1917.
 - No. 123, April 1, 1918. Seventeenth Annual Directory of Labor Organizations, 1918.
 - No. 124, June 1, 1918. Union Scale of Wages and Hours of Labor in Massachusetts, 1917.
 - No. 125, October 1, 1918. Labor Legislation in Massachusetts, 1918.
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II. QUARTERLY REPORTS ON EMPLOYMENT IN MASSACHUSETTS.

The first Quarterly Report on Employment in Massachusetts was published in May, 1908. A few reports for the following quarters are still available for distribution, and will be sent to any address upon application.

- 1914 — March 31; June 30; September 30; December 31.
- 1915 — March 31; June 30; September 30; December 31.
- 1916 — March 31; June 30; September 30; December 31.
- 1917 — March 31; June 30; September 30; December 31.
- 1918 — March 31; June 30; September 30.

Annual summaries were published in the Annual Reports on Labor Organizations of which the following are still available for distribution: 1912, 1913, 1914, and 1915. Persons or organizations desiring to receive copies of these reports will be placed upon the mailing list upon making application.

III. REPORT ON THE STATISTICS OF MANUFACTURES.

(Public Document No. 36.)

The First Annual Report on the Statistics of Manufactures was published in 1886. Each report issued prior to 1907 contained comparisons for identical establishments, between two or more years, as to Capital Devoted to Production, Stock and Materials Used, Goods Made, Persons Employed, Wages Paid, and Time in Operation. Beginning with 1907 the comparisons for identical establishments were omitted, and all returns made to the Bureau were included in the tabulations. The Thirty-first Annual Report covering the year 1917 is the latest available for distribution.

ORGANIZATION AND FUNCTIONS OF THE MASSACHUSETTS BUREAU OF STATISTICS

Rooms 250-254, State House, Boston

The Bureau is organized into five permanent divisions: 1. The *Administration Division*, charged with duties supervisory in relation to the several divisions; 2. The *Labor Division*, engaged in the collection and tabulation of statistical and other information relating to matters affecting labor and the condition of the working people, as well as questions of general economic and social interest; 3. The *Manufactures Division*, which collects and tabulates Statistics of Manufactures; 4. The *Municipal Division*, which collects and tabulates Statistics of Municipal Finances, audits municipal accounts and installs accounting systems in cities and towns, and supervises the issuance of town notes; 5. The *Public Employment Offices Division*, embracing the administration of the State Public Employment Offices, of which there are three, located respectively at 8 Kneeland Street, Boston; 47-49 Water Street, Springfield; and 48-52 Green Street, Worcester. During the period of taking and compiling the Census a sixth division, the *Census Division*, is organized.

The functions of the Bureau and the duties of the Director are summarized in Section 1 of Chapter 371 of the Acts of 1909, entitled "An Act to Provide for a Bureau of Statistics," as follows:

SECTION 1. There shall be a Bureau of Statistics, the duties of which shall be to collect, assort, arrange, and publish statistical information relative to the commercial, industrial, social, educational, and sanitary condition of the people, the productive industries of the Commonwealth, and the financial affairs of the cities and towns; to establish and maintain free employment offices . . . ; and to take the Decennial Census of the Commonwealth required by the Constitution and present the results thereof in such manner as the General Court may determine.

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